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PARADIP PORT AUTHORITY

NOTIFICATION

The 10th September 2024

No. 1912—AD/RR/I/09/2019(Pt.)—In exercise of the powers conferred by Section 72 of the Major Port Authorities Act, 2021(1 of 2021) and also in compliance to the letter No. PR/24021/9/2021-PE.II dated 28.02.2024 of Ministry of Ports, Shipping and Waterways, the Board of Paradip Port Authority vide Agenda Item No. 02(CIRC)/2024-25 and Resolution No. 02/2024-25, approves the Paradip Port Authority Employees' (Recruitment, Seniority & Promotion) Regulations, 2024 for pre-publication of the said Regulations in the Official of Gazette of Govt. of Odisha.

Ministry of Ports, Shipping and Waterways vide letter No:-PR-24021/16/2024-PE.I Dtd.29.08.2024, requested Paradip Port Authority to pre-publish the Draft RSP Regulations of PPA under MPA Act, 2021 in bilingual after incorporating all relevant recommendations of RSC and in terms of Ministry's letters dtd.23.11.2023 and 28.02.2024 under the provisions of MPA Act, 2021.

In accordance to the above Ministry letter, the Paradip Port Authority Employees' (Recruitment, Seniority & Promotion) Regulations, 2024 is hereby published in the Official Gazette of Government of Odisha as stipulated in para 11.2 of Chapter 11 (Subordinate Legislation) of the Manual of Parliamentary procedure in Government of India for information of all concerned likely to be affected, thereby. Accordingly, the notice is hereby published and the draft Regulations will be taken into consideration after expiry of 30 (Thirty) days from the date of Publication of this Notification and set out in the Schedule annexed to this Notification.

Hence, objection and suggestion, if any, is/are invited from the concerned, with respect to the said draft Regulations within a specified period of 30 (thirty) days from the date of Publication of this Notification.

(U. R. MOHAN RAJU)

Secretary
Paradip Port Authority

SCHEDULE PARADIP PORT AUTHORITY

THE PARADIP PORT AUTHORITY EMPLOYEES (RECRUITMENT, SENIORITY AND PROMOTION) REGULATIONS, 2024

In exercise of the powers conferred by Section 72 of the Major Port Authorities Act, 2021(1 of 2021), the Board of Paradip Port Authority hereby makes the following Regulations further to amend as the Paradip Port Authority Employees' (Recruitment, Seniority and Promotion) Regulations, 2024 [erstwhile Paradip Port Trust Employees' (Recruitment, Seniority and Promotion) Regulations, 2011], namely :-

SHORT TITLE AND COMMENCEMENT:

1. (1) These Regulations may be called the Paradip Port Authority Employees' (Recruitment, Seniority and Promotion) Regulations, 2024.
- (2) They shall come into force on the date of publication of the approval of the Central Government as required under the Provisions of Section 72 of the Major Port Authorities Act, 2021 in the Gazette of India.

APPLICATION

2. These regulations shall apply to all posts created under Section 73 of the Act under the Board including those covered by Sub-section (1) of Section 72 of the Act.

DEFINITION

3. In these regulations, unless the context otherwise requires
 - (a) " Act" means the Major Port Authorities Act, 2021 (1 of 2021)
 - (b) "Analogous post" means a post of which the duties and level of responsibilities and the pay ranges are comparable to those of the post to which selection is to be made.
 - (c) " Appointing Authority" in relation to any grade or post means the authority empowered under the Paradip Port Trust Employees (Classification, Control and Appeal) Regulations, 1967, to make appointment to that grade or post.
 - (d) "Board", "Chairperson", "Deputy Chairperson" and "Head of Department" have the meanings respectively assigned to them under the Act.
 - (e) "Class I Posts", Class II Posts", "Class- III posts and Class-IV posts" shall have the same meaning as assigned to them in Regulations 4 of the Paradip Port Trust Employees (Classification, Control and Appeal) Regulations, 1967.

(f) “Departmental Promotion Committee” means a Committee constituted from time to time under regulation 26 for the purpose of making recommendation for promotion to or confirmation in any grade or post.

(g) “Direct Recruit” means a person recruited on the basis of a competitive examination or test and/or interview by Services Selection Committee.

(h) “Employee” means an employee of the Board.

(i) “Grade” means any of the grades specified in the Schedule of Employees prepared and sanctioned under Section 20 of the Act.

(j) “Lien” means the title of an employee to hold on regular basis, either immediately or on the termination of a period or periods of absence, a post to which he has been appointed on regular basis and on which he is not on probation.

Provided that the title to hold a regular post shall be subject to the condition that the junior-most person in the grade will be liable to be reverted to the lower grade if the number of persons so entitled is more than the posts available in that grade.

(k) “Permanent Employee” means an employee who has been substantively appointed a permanent post.

(ka) “regular service”, in relation to any grade, means the period or periods of service in that grade rendered after selection and appointment thereto under the regulations according to the prescribed procedure for regular appointment to that grade and includes any period or periods-

- i. taken into account for the purpose of seniority in case of those already in service at the time of notification of the regulations;
- ii. during which an employee would have held a post in that grade but for being on leave or otherwise not being available for holding such post”.

(l) “Schedule” means the Schedule appended to these regulations.

(m) “Scheduled Castes” and “Scheduled Tribes” shall have the meaning respectively assigned to them in Clauses (24) and (25) of articles 366 of the Constitution of India.

(n) “Select List” in relation to any grade or post means the select list prepared in accordance with regulation 13 for that grade or post.

(o) “Selection post” means a post declared as such under regulation 5 of these regulations.

(p) “Services Selection Committee” means the Committee constituted under regulation 12 for the selection of candidates by means of a written test, a trade test and/or interview for appointment to posts reserved for direct recruitment.

(q) “Temporary Employee” means an employee holding a temporary post or officiating in a permanent post or on probation in his appointment in the service of the Board.

“Manner of Appointment.-

4.(1) All appointments to the posts to which these regulations apply shall be made in accordance with the provisions of these regulations. Appointment may be made either by promotion or by absorption or deputation or direct recruitment.

(2) Appointments in respect of posts treated as Head of Department and posts one level below to the Head of Department, all the vacancies shall be filled by—Composite method of recruitment through promotion or transfer on absorption basis failing which by deputation from the employees of the Major Ports, the Central Government, State Governments, Autonomous Bodies, Government Companies and failing both by direct recruitment.

(3) The promotion or transfer on absorption shall be from the officers from the Major Port Authorities fulfilling the eligibility criteria prescribed in the Schedule annexed to these regulation.

(4) Deputation shall be of employees from the Major Ports, the Central Government, State Governments or Autonomous Bodies or Government Companies fulfilling the eligibility criteria prescribed for the post:

Provided that an employee of a Board of any Major Port Authority shall not be eligible for deputation to the Head of Department level post in the Major Port Authorities.

(5) The normal period of deputation is three years, which is extendable to four years.

In exceptional circumstances, this can be extended to five years by the Central Government in the case of a post, the incumbent of which is regarded as the Head of Department and by the Chairperson in the case of any other post below the level of Head of Department.

3. In the principal regulations, in the Schedule ,-

(A) Under the heading Recruitment Rules for Class-I posts under Administrative Department, PPA against Sl. No. 11 relating to the post of Secretary (Category-II Ports) ,-

(a) In column 2, for the entries, the following entry shall be substituted, namely :-
"Secretary";

(b) In column 5,for the entries, the following entries shall be substituted, namely:-

—Rs.1,00,000-260000/-

Note: The pay scale shall be upgraded to the scale of pay of Rs.120000-280000/- after completion of three years regular service with the approval of the Central Government;

(c) in column 12, for the entries, the following entries shall be substituted, namely:-

'Absorption through composite method:

i. Officers holding posts in the scale of pay Rs.80000 -220000/- with three years regular service in the grade in the General Administration or Human Resources Development Department of a Major Port Authority shall be eligible

Deputation:

ii, Officers holding the post of Secretary and equivalent posts in the scale of pay Rs.100000 – 260000/- with two years regular service in the grade or officers holding post of Senior Deputy Secretary and equivalent posts in the General Administration Department or Human Resources Department in the scale of pay of Rs. 80000 - 220000/- and above, with five years regular service in the grade in Central Government or State Governments or Union Territory administration/Public Sector Undertakings or Autonomous Bodies (other than Major Port Authorities) shall be eligible.

The selection is by merit for which the bench mark in overall grading in the Annual Confidential Reports will not be below—Very Good.

(B) under the heading Recruitment Rules for Class-I Posts under Finance & Accounts Department, PPA against Sl. No. 5 relating to the post of Financial Advisor & Chief Accounts Officer (Category-II Ports) ,-

(a) in column 2, for the entries, the following entries shall be substituted, namely:- "

Financial Advisor & Chief Accounts Officer";

(b) in column 5, for the entries, the following entries shall be substituted, namely:-

—Rs.1,00,000-260000/-

Note: The pay scale shall be upgraded to the scale of pay of Rs.120000 – 280000/- after completion of three years regular service with the approval of the Central Government;

c) in column 12, for the entries, the following entries shall be substituted, namely:-'

For absorption through composite method:

i. Officers holding posts in the scale of pay of Rs.80000 -220000/- with three years regular service in the grade in the Finance Department of a Major Port Authority shall be eligible;

Deputation:

Officers holding posts of Financial Adviser and Chief Accounts Officer and equivalent posts in the Finance Department in the scale of pay of Rs.100000 – 260000/- with two years regular service in the grade or officers holding posts of Senior Deputy Chief Accounts Officer and equivalent posts in the Finance Department in the scale of pay of Rs.80000 – 220000/- and above with five years regular service in the grade in Central Government or State Governments or Union territory administration or Public Sector Undertakings or Autonomous Bodies (other than Major Port Authorities) shall be eligible.

The selection is by merit for which the benchmark in overall grading in the Annual Confidential Reports will not be below —Very Good.’;

method:

- i. Officers holding posts in the scale of pay of Rs.90000 – 240000/- with two years regular service or Officers holding posts in the pay scale of Rs.80000 – 220000/- with three years regular service in the grade in Mechanical and Electrical Engineering Department and Marine Department (applicable to categories of Marine Engineers only) in a Major Port Authority shall be eligible;

Deputation:

- ii. Officers holding posts of Chief Mechanical Engineer and equivalent posts in the Mechanical and Electrical Engineering Department in the scale of pay of Rs.100000 – 260000/- with two years regular service in the grade or officers holding post of Deputy Chief Mechanical Engineer and equivalent posts in the Mechanical & Electrical Engineering Department in the scale of pay of Rs.80000 – 220000/-and above, with five years regular service in the grade in the Central Government or State Governments or Union territory administration or Public Sector Undertakings or Autonomous Bodies (other than Major Port Authorities) shall be eligible.

The selection is by merit for which the benchmark in overall grading in the Annual Confidential Reports will not be below —Very Good.’;

(C) under the heading Recruitment Rules for Class-I Posts under Traffic Department, PPA against Sl .No.5 relating to the post of Traffic Manager,-

- a. in column 5, for the entries, the following entries shall be substituted, namely:-

Rs.1,00,000-260000/-

Note: The pay scale shall be upgraded to the scale of pay of Rs.120000–280000/- after completion of three years regular service with the approval of the Central Government.

- b. In column 12, for the entries, the following entries shall be substituted, namely:-

For absorption through composite method:

- i. Officers holding posts in the scale of pay of Rs.80000 –220000/-with three years regular service in the grade in the Traffic Department of a Major Port Authority shall be eligible.

Deputation:

- ii. Officers holding posts of Traffic Manager and equivalent posts in the Traffic Department in the scale of pay of Rs.100000-260000/- with two years regular service in the grade or officers holding post of Senior Deputy Traffic Manager and equivalent posts in the Traffic Department in the scale of pay of Rs. 80000 – 220000/- and above with five years

regular service in the grade in the Central Government or State Governments or Union territory administration or Public Sector Undertakings or Autonomous Bodies (other than Major Port Authorities) shall be eligible.

The selection is by merit for which the benchmark in overall grading in the Annual Confidential Reports will not be below —Very Good’;

(D) Under the heading Recruitment Rules for Class-I Posts under Medical Department, PPA against Sl.No.5 relating to the post of Chief Medical Officer (Category-II Ports) , -

(a) In column 2, for the entries, the following entries shall be substituted, namely:-

—Chief Medical Officer;

(b) In column 5, for the entries, the following entries shall be substituted, namely:-

—Rs.1,00,000-260000/-

Note: The pay scale shall be upgraded to the scale of pay of Rs.120000 – 280000/- after completion of three years regular service with the approval of the Central Government.;

(c) In column 12, for the entries, the following entries shall be substituted, namely:-

For absorption through composite method:

i. Officers holding posts in the scale of pay of Rs.80000 -220000/-with three years regular service in the grade in the Medical Department of a Major Port Authority shall be eligible;

Deputation:

ii. Officers holding the post of Chief Medical Officer and equivalent posts in the Medical Department in the scale of pay of Rs.100000 -260000/-with two years regular service in the grade or officers holding posts of Senior Deputy Chief Medical Officer and equivalent specialist posts in the scale of pay of Rs.80000 -220000/-and above in the Medical Department with five years regular service in the grade in the Central Government or State Governments or Union territory administration or Public Sector Undertakings or Autonomous Bodies (other than Major Port Authorities) shall be eligible.

The selection is by merit for which the benchmark in overall grading in the Annual Confidential Reports will not be below —Very Good;

(E) under the heading Recruitment Rules for Class-I posts of Civil Engineering Department, PPA against Sl. No. 6 relating to the post of Chief Engineer,-

a. in column 5, for the entries, the following entries shall be substituted, namely:—Rs.1,00,000-260000/-

Note: The pay scale shall be upgraded to the scale of pay of Rs.120000– 280000/- after completion of three years regular service with the approval of the Central Government. ;

- b. in column 12, for the entries, the following entries shall be substituted, namely:-

For absorption through composite method:

- i. Officers holding posts in the scale of pay of Rs.80000– 220000/- with three years regular service in the grade in Civil Engineering Department in a Major Port Authority shall be eligible;

Deputation:

- ii Officers holding the posts of Chief Engineer and equivalent posts in the Civil Engineering Department in the scale of pay of Rs.100000 – 260000/- with two years regular service in the grade or officers holding post of Deputy Chief Engineer and equivalent posts in the Civil Engineering Department in the scale of pay of Rs. 80000 – 220000/- and above with five years regular service in the grade in the Central Government or State Governments or Union territory administration or Public Sector Undertakings or Autonomous Bodies (other than Major Port Authorities) shall be eligible.

The selection is by merit for which the bench mark in overall grading in the Annual Confidential Reports will not be below —Very Good.‘;

(F) under the heading Recruitment Rules for Class-I Posts under Marine Department, PPA against Sl. No. 1 relating to the post of Deputy Conservator (category II Ports) .-

- a. in column 2, for the entries, the following entries shall be substituted, namely:-

—Deputy Conservator;

- b. in column 5, for the entries, the following entries shall be substituted, namely:-

—Rs.1,00,000-260000/-

Note: The pay scale shall be upgraded to the scale of pay of Rs.120000– 280000/- after completion of three years regular service with the approval of the Central Government.;

- c. in column 12, for the entries, the following entries shall be substituted, namely:-

For absorption through composite method:

- i. Officers holding posts of Harbour Master in the scale of pay of Rs. 100000 - 260000/- with one year regular service or Officers holding post of Harbour Master in the scale of pay of Rs.90000 -240000/- with two years regular service in the grade in a Major Port Authority shall be eligible;

Deputation:

- ii. Officers holding post of Deputy Conservator and its equivalent Deck side post in the scale of pay of Rs.100000 – 260000/- with two years regular service in the grade or officers holding post of Harbour Master and its equivalent Deck side posts in the scale of pay of Rs.90000 – 240000/- and above with four years regular service in the Central Government or State Governments or Union territory administration or Public Sector Undertakings or Autonomous Bodies (other than Major Port Authorities) shall be eligible.

The selection is by merit for which the bench mark in overall grading in the Annual Confidential Reports will not be below —Very Good.’

SCHEDULES

5. The manner of appointment i.e. whether by direct recruitment or by departmental promotion or absorption or deputation, the qualifications, age, education, training, requirements of experience, classification of posts as selection posts or non-selection posts and other matters connected with the appointment to various posts shall be shown in the Schedule annexed to these Regulations in respect of Class- I posts. In respect of Class- II, Class- III and Class- IV posts the manner of appointment shall be as laid down by the Board from time to time. The Schedule shall also show the authorized permanent and temporary strength of the various grades as shown in the schedule of employees prepared under the provisions of Section 20 of the Major Port Authorities Act, 2021(1 of 2021). This strength is liable to change from time to time under the provisions of Section 20 of the Major Port Authorities Act, 2021(1 of 2021). The eligibility requirements prescribed for direct recruitment will apply in the case of promotion to the extent mentioned in Column 9 of the schedule and requirement of experience for promotion will be as prescribed in Column 12 of the schedule.

Provided that the prescribed upper age limits may be relaxed by the Central Govt. in case of HoDs and by Chairperson in all other cases for reasons to be recorded in writing for direct recruitment/absorption/deputation as under:-

- (i) upto 5 years where the minimum experience prescribed is 10 years or more and upto 3 years where the minimum experience prescribed is 5 to 9 years.
- (ii) In the case of a candidate who is an ex-serviceman, i.e. ex-employee of India's Defence Forces, and who has put in not less than 6 months continuous service in the Defence Forces, upto the extent of the service rendered by him in the Defence Forces plus three years where the vacancy to be filled is a vacancy reserved for such ex-servicemen and dependants of those killed in action and upto the extent of the service rendered by him in the Defence Forces, where the vacancy to be filled is an unreserved vacancy and
- (iii) In the case of a candidate belonging to the Scheduled Castes or the Scheduled Tribes or other backward classes in accordance with such orders as the Central Government may issue from time to time in this regard.

Provided further that the requirement of experience is relaxable at the discretion of the Central Govt. in the case of candidates belonging to the Scheduled Castes and the Scheduled Tribes if at any stage of selection the Central Govt. is of the opinion that sufficient number of candidates from these communities possessing the requisite experience are not likely to be available to fill up the posts reserved for them.

ROSTER OF VACANCIES

6. A roster shall be maintained for each grade to show whether a particular vacancy should be filled by direct recruitment or promotion. However, if a vacancy which is reserved for direct recruitment cannot be filled by direct recruitment, it may be filled by promotion and the next vacancy shall be filled by direct recruitment. Similar practice can

be followed in the case of a vacancy reserved for promotion but cannot be filled by promotion method.

RESERVATION

7. (1) Orders issued by the Central Government from time to time for reservation of posts under it, whether to be filled by direct recruitment or promotion in favour of the Scheduled Castes and the Scheduled Tribes shall apply mutatis mutandis to all appointments covered by these regulations.

(2) Orders issued by the Central Government from time to time for the reservation of posts under it in favour of other backward classes, ex-servicemen and dependents of those killed in action, Sportsmen and physically handicapped persons shall also apply mutatis mutandis to appointments covered by these regulations and to which direct recruitment is made.

NATIONALITY, CHARACTER, PHYSICAL, FITNESS ETC. FOR DIRECT RECRUITMENT:

8. (1) In order to be eligible for direct recruitment to any grade or post, a candidate must be-

- (a) a Citizen of India; or
- (b) a subject of Nepal; or
- (c) a subject of Bhutan; or
- (d) a Tibetan refugee who came over to India before the 1st January, 1962 with the intention of permanently settling in India; or

(e) a person of Indian origin who has migrated from Pakistan, Burma, Sri Lanka or the East African countries of Kenya, Uganda, the United Republic of Tanzania, Zambia, Malawi, Zaire, Ethiopia and Vietnam with the intention of permanently settling in India.

Provided that a candidate belonging to category (a) shall produce such proof of his nationality as the Chairperson may, from time to time require. Provided further that a candidate belonging to categories (b), (c), (d) and (e) shall be a person in whose favour a certificate of eligibility has been issued by the Government of India.

Provided also that a candidate in whose case the proof of nationality or a certificate of eligibility is necessary may be provisionally appointed, pending the production by him of the necessary certificate in his favour from the Central Government, as the case may be. In such cases the provisional appointment shall not exceed a period of one year.

(2) The Chairperson may, with the prior approval of the Central Government, modify or waive any of the requirements of sub regulation (1) when an appointment for work of a special nature is to be made and it is not practicable to obtain a suitable candidate who fulfils the requirements of these regulations.

(3) No person.

- (a) Who has entered into or contracted a marriage with person having a spouse living; or

(b) Who having a spouse living, has entered into or contracted a marriage with any person.

Shall be eligible for appointment to any grade or post to which these regulations apply.

Provided that the Central Govt. in case of HODs and Chairperson in all other cases may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this sub regulation.

(4) A candidate must satisfy the appointing authority that his character and antecedents are such as to make him suitable for appointment to any grade or post. No candidates who has been convicted by a Court of Law for an offence involving moral turpitude or who has been adjudged as an insolvent shall be eligible for appointment to any grade or post.

(5) A candidate shall be in good mental and physical health and free from any physical defects likely to interfere with the discharge of his duties as an employee of the Board. A candidate who after such medical examination as the Central Govt. in case of HODs and Chairperson in all other cases may specify, is found not to satisfy those requirements shall not be appointed.

(6) If any question arises whether a candidate does or does not satisfy all or any of the requirements of this regulation, the same shall be decided by the Central Govt. in case of HODs and Chairperson in all other cases.

ELIGIBILITY OF EXISTING EMPLOYEES FOR DIRECT RECRUITMENT

9. "When the posts required to be filled by direct recruitment are advertised, employees of the Board of any Major Port Authority possessing the prescribed qualifications and experience may also apply: Provided that the age limit in such cases shall not exceed fifty five years".

ADVERTISEMENT OF VACANCIES

10. [1] Vacancies of Class- III and IV posts to be filled by direct recruitment shall be notified to the local Employment Exchange. In case sufficient number of eligible and suitable candidates are not available, the vacancies be advertised in Newspaper published within the State. Class- I and Class- II posts intended to be filled by direct recruitment shall be advertised in national and local dailies and/or Employment News.

[2] The crucial date for determining the qualification, experience and age shall be the first day of the month in which the post is notified /advertised unless otherwise specified.

CONDUCT OF WRITTEN OR SKILL TESTS IN CERTAIN CASES:

11. The Appointing Authority may decide whether a written or a skill test or both should be held and also name the officer who should hold the said test and the manner in which the test should be held and other details thereof. It shall be open to the Appointing Authority to engage a consultant or a firm of consultants to conduct a written or skill test.

SERVICES SELECTION COMMITTEE

12. [1] There shall be a Services Selection Committee for each grade or post, as mentioned in sub regulation (2) to conduct interviews of eligible candidates for making selection of candidates for appointment to different posts by direct recruitment.

[2] The category of posts and the composition of the Services Selection Committees referred to in sub regulation (1) shall be the following, namely:

a) For HODs

Joint Secretary of the Ministry of Shipping looking after the charge of PHRD	Chairperson
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Chairperson of the Port-	Member
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Any other Port Chairperson or an Officer having wide Experience in the field to be nominated by the Ministry Of Shipping-	Member
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Representative of SC/ST & OBCs nominated by the Ministry of Shipping-	Member
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b) For Class I posts

i) Chairperson	Chairperson
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ii) Deputy Chairperson	Member
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iii) HOD in charge of the Department in which the vacancy occurs	Member
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iv) HOD in charge of the Personnel	Member
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v) Representative of SC/ST & OBCs nominated by the Chairperson	Member
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c) For Class- II Posts

i) Deputy Chairperson	Chairperson
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ii) Head of the Department in which the vacancy arises	Member
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iii) Head of Department in charge of Personnel	Member
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iv) Representative of SC/ST & OBCs nominated by the Chairperson	Member
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d) For Class- III and Class IV posts (Common Categories)

i) Deputy Chairperson or in his absence, HOD nominated by the Chairperson of the Board	Chairperson
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|------|---|--------|
| ii) | HOD in charge of Personnel | Member |
| iii) | A senior officer in the grade not below Rs. 80000-220000/- to be nominated by the Chairperson | Member |
| iv) | Representative of SC/ST & OBCs nominated by the Chairperson | Member |

e) For Class- III and Class- IV posts (Uncommon Categories)

- | | | |
|------|---|-------------|
| i) | HOD, where the vacancy arises | Chairperson |
| ii) | HOD in charge of Personnel | Member |
| iii) | A senior officer of the concerned division in the grade not below Rs. 80000-220000/- to be nominated by the Chairperson | Member |
| iv) | Representative of SC/ST & OBCs nominated by the Chairperson | Member |

The Appointing Authority may also nominate any person not in the service of the board to be a member of a Services Selection Committee if such a person is specialized in the relevant field. Where any member of a Services Selection Committee is not available, the Appointing Authority may nominate another Officer of appropriate level in his place to attend the meeting.

(3) Where recruitment to vacancies in grades common to more than one department is made in a common selection, the composition of the committee shall be decided by the Chairperson in each case.

13. SELECT LIST

The Services Selection Committee may recommend, in the order of merit, as adjudged by it, the names of the selected candidates to be kept on a select list for consideration of appointment to posts earmarked for direct recruits. Such a list shall be deemed to be valid for a period of 12 months from the date on which the list is approved by the Appointing Authority. It is open to the Appointing Authority to extent the validity of the list for a period not exceeding six months or until a fresh select list is approved whichever is earlier.

14. CONSIDERATION OF RECOMMENDATIONS OF SERVICES SELECTION COMMITTEE AND ADHOC APPOINTMENTS

All appointments by direct recruitment shall be made by the Appointing Authority on the recommendations of the Concerned Services Selection Committee.

Provided that it shall be open to the Appointing Authority for reasons to be recorded in writing, not to accept the recommendations of Services Selection Committee.

Provided further that where the Appointing Authority is an authority subordinate to the Chairperson and the authority disagree with such recommendations in any case, it shall

record its reasons for such disagreement and submit the case to the Chairperson who shall decide the same.

Provided also that in the case of a purely temporary post, a leave vacancy or a vacancy earmarked for direct recruitment requiring immediate filling up, the Chairperson may appoint a person who is eligible to fill the vacant post for a period of six months at a time and not exceeding one year on ad hoc basis subject to the condition that:

- (1) Ad-hoc appointment, where unavoidable, should be made only strictly subject to fulfilling the qualifications, experience provided in the RRs.
- (2) Total period of appointment to a temporary post will not exceed the tenure of the post.
- (3) In other cases the temporary appointment should be replaced by a regular appointment from the select list as soon as possible.

15. CANVASSING SUPPORT A DISQUALIFICATION

Any endeavor on the part of a person to canvass support by direct or indirect method for appointment to a post or for promotion to a higher post shall disqualify him for the appointment or promotion.

16. SUPPRESSION OF FACTS A DISQUALIFICATION

Any candidate who is found to have knowingly furnished any particulars which are false or have suppressed materials information of a character, which if known would ordinarily have debarred him from getting an appointment to a grade or post, is liable to be disqualified, and, if appointed, to be dismissed from service.

17. CANCELLATION OF APPOINTMENT ORDER

If a candidate selected for the post earmarked for direct recruits fails to join duty within the date mentioned in the offer of appointment and where no such date is mentioned, within 30 days of the date of issue of the offer of appointment or within such extended period as the Appointing Authority may agree, the offer of appointment shall be deemed to have been cancelled.

18. PAYMENT OF TRAVELLING ALLOWANCE FOR ATTENDING INTERVIEW

In the case of posts filled by direct recruitment, all journeys which the candidates (including persons already in the service of the Board) may have to perform for the purpose of written and practical tests or interviews shall be at their own cost. However, candidates belonging to Scheduled Castes or the Scheduled Tribes called for written or trade tests or interview shall be granted travelling allowance as per orders in this regard issued by the Central Government from time to time.

19. PROBATION PERIOD

- (1) Every person appointed to a post by direct recruitment or promotion or Absorption shall, subject to the provisions of sub-regulation (2) & (3), be on probation for a period of two years except in case of person appointed on

absorption basis through composite method of recruitment in the posts of HODs and Dy. HODs carrying the scales of pay of Rs. 80000-220000/- and above.

Provided that where the appointment itself is for a period specified in the appointment order, such appointment shall stand terminated on the expiry of such period, unless such period is extended by the appointing authority.

Provided that, when the appointment is made by the direct recruitment and the post carries a scale of pay, the maximum of which does not exceed Rs.11,975/- (pre-revised), the period of probation shall be one year.

Provided that, there shall not be any probation in case of appointment by Promotion within Class- III and Class - IV grades.

Provided further that, if an employee on probation to a grade or post is appointed to officiate in a higher grade or post, he shall be eligible to count the duration of his appointment to a higher grade or post to complete probation in his lower grade or post. Similarly, if an employee has previously been appointed to officiate in a grade or post, he may on appointment to the similar grade or post on probation will be eligible to count such officiating period (excluding Ad-hoc service) to complete probation in the grade or post.

(2) The period of probation may, if the appointing authority deems fit, be extended for a specific period at a time, but the total period of such extensions shall not, save where any extension is necessary by reason of any departmental or legal proceedings pending against the employee, exceed one year.

(3) During the period of his probation an employee may be required to undergo such departmental training and pass such departmental tests as the appointing authority may, from time to time, specify in this behalf.

20. CONFIRMATION OF EMPLOYEES ON PROBATION

(1) General

(i) Confirmation will be made only once in the service of an employee which will be in the entry grade.

(ii) Confirmation is delinked from the availability of permanent vacancy in the grade. In other words an Officer who has successfully completed the probation may be considered for confirmation.

(2) Confirmation in the grade to which initially recruited

(i) As at present, the appointee should satisfactorily complete the probation.

(ii) The case will be placed before DPC (for confirmation).

(iii) A specific order of confirmation will be issued when the case is cleared from all angles.

(3) On Promotion

(i) If the recruitment rules do not prescribe any probation, an officer promoted on regular basis (after following the prescribed DPC, etc., procedure) will have all the benefits that the person confirmed in that grade would have.

(ii) Where probation is prescribed, the appointing authority will on completion of the prescribed period of probation assess the work and conduct of the officer himself and in case the conclusion is that the officer is fit to hold the higher grade, he will pass an order declaring that the person concerned has successfully completed the probation. If, work of the Officer has not been satisfactory or needs to be watched for some more time, he may revert him to the post or grade from which he was promoted, or extend the period of probation as the case may be.

Since there will be no confirmation on promotion before an official is declared to have completed the probation satisfactorily, a rigorous screening of his performance should be made and there should be no hesitation to revert a person to the post or grade from which he was promoted if the work of the officer during probation has not been satisfactory.

Confirmation of probationers: A person appointed against a permanent post as a direct recruit with definite conditions of probation is to be confirmed in the grade with effect from the date on which he successfully completes the period of probation. The decision whether he should be confirmed or his probation extended should be taken soon after the expiry of the initial probationary period, i.e. ordinarily within 6 to 8 weeks and communicated to the employee together with the reason in case of extension. Even though the meeting of the DPC may be held after the termination of the period of probation of direct recruits, a person appointed against a permanent post with definite conditions of probation is to be confirmed in the grade with effect from the date on which he successfully completes the period of probation. A probationer who is not making satisfactory progress or who shows himself to be inadequate for the service should be informed of his shortcoming well before the expiry of the original probationary period so that he can make severe efforts at self improvement.

In the case of probation, the DPC should not determine the relative grading of officers but only decide whether they should be declared to have completed the probation satisfactorily. If the performance of any probationer is not satisfactory, the DPC may advise whether the period of probation should be extended or whether he should be discharged from service.

21. DISCHARGE OR REVERSION OF EMPLOYEES ON PROBATION

(1) If an employee on probation in his first appointment is not considered fit, on the basis of his conduct or performance, for confirmation at the end of the period of probation prescribed in regulation 19, he shall be discharged from the service of the Board.

(2) If an employee on probation who holds a lien on a post and does not complete the period of probation as specified under Regulation 19 to the satisfaction of the appointing authority, he may be reverted to the post on which he holds a lien.

(3) If an employee during the period of probation on a post is considered unfit for further retention in that post on the basis of performance or conduct or failure to pass the departmental test if prescribed, he shall be liable to be discharged from service at anytime if he has no lien on any post or reverted to the post in which he holds a lien.

22. DEPARTMENTAL TEST FOR PROMOTION, CONFIRMATION IN CERTAIN CASES:

The Chairperson may specify, from time to time, the posts, confirmation in or promotion to which shall be subject to the passing of a qualifying departmental test, if any. The Chairperson may also specify, from time to time, the details of the qualifying departmental tests such as the procedure for holding the tests, the syllabus for the test, the intervals at which the test shall be held, the maximum period within which the test shall be passed by the candidates, etc.

23. REVERSION DUE TO FAILURE IN DEPARTMENTAL TEST

An employee promoted to a post shall pass such qualifying departmental test, if any, as may be specified by the Chairperson from time to time, within such period, as may be specified by him failing which the employee shall be reverted. When the passing of a test is specified as a condition precedent to promotion to a higher post, no employee shall be considered for promotion to such a post, until he passes the prescribed test.

24. SENIORITY LIST

An up-to-date gradation list indicating the inter-se-seniority of the employees shall be maintained for each grade. The list shall indicate separately the permanent and temporary employees in each grade. The list shall be circulated every year.

25. FIXATION OF SENIORITY

(1) The seniority of person directly recruited to a grade and persons appointed on the basis of departmental promotion shall be assigned inter-se-seniority according to rotation of vacancies between direct recruits and promotees, which shall be based on the quota of vacancies in the grade reserved for direct recruitment and promotion as indicated in the schedule. In cases where exchange of vacancies has been resorted to as per Regulation 6, the seniority will be as per the mode of filling up.

(2) Direct recruits shall be ranked inter-se in the order of merit in which they are placed in the select list on the basis of their performance in the examination or interview or both, the recruits of an earlier select list being ranked senior to those of a later select list.

(3) Persons appointed against promotion quota of vacancies shall be ranked inter-se according to the order in which they are approved for promotion by the Departmental Promotion Committee.

(4) Notwithstanding anything contained in sub-regulations (1) to (3) above, the seniority already determined prior to the commencement of these regulation shall remain unaffected.

26. DEPARTMENTAL PROMOTION COMMITTEE

(1) There shall be Departmental Promotion Committee for each grade or post to recommend a panel of employees for appointment to different post by promotion in accordance with these regulations.

(2) The composition of the Departmental Promotion Committee will be the same as that of the Services Selection Committee as laid down in Regulation 12 and the validity of the panel shall be the same as mentioned in Regulation 13.

27. FIELD OF SELECTION FOR PROMOTION

1. Where one or more posts in a grade are required to be filled by promotion through selection method from employees holding posts in the feeder grade in accordance with the prescribed recruitment rules employees holding the eligible posts and having the prescribed qualifications and experience for promotion shall be considered for promotion if they fall within the zone of consideration.

(2) The following procedure shall be observed while recommending employees for promotion through selection method:

- a) The Departmental Promotion Committee (DPC) shall determine the merit of those being assessed for promotion with reference to the prescribed benchmark and accordingly grade the officers as 'fit' or 'unfit'. Only those who are graded 'fit' by the DPC shall be included and arranged in the select list in order of their inter-se seniority in the feeder grade. Those officers who are graded as 'unfit' by the DPC shall not be included in the select list.
- b) The Departmental Promotion Committees shall also consider the cases of eligible employees who are on foreign service or on study leave.
- c) The instructions issued by the Govt. from time to time on procedure to be followed in DPC proceedings in respect of Govt. servants shall mutatis mutandis apply.

Note:- For absorption to the post carrying pay scale of Rs. 80000-220000/- and above and for which composite method of recruitment is adopted, the benchmark in the overall grading shall be 'Very Good'. In all other cases, the benchmark shall be "Good".

(3) For promotion to non-selection posts, where no bench mark is specified, the criteria for selection shall be seniority-cum-fitness.

28. ADHOC APPOINTMENTS

In case of immediate necessity when a panel recommended by the Departmental Promotion Committee has been used up, the appointing authority may make a purely ad-hoc appointment to a post, by appointing the senior most eligible and suitable employee in the feeder grade or post up to a period of six months at a time and not exceeding one year or till a new panel is recommended by the

Departmental Promotion Committee whichever is earlier. The ad-hoc appointment, where unavoidable, should be made only strictly subject to fulfilling the qualifications, experience provided in the RRs.

29. COMPASSIONATE APPOINTMENTS

Notwithstanding anything contained in these regulations, the Chairperson may dispense with the normal procedure of recruitment prescribed in these regulations and appointment to a Class- III or Class-IV post the legitimate son or daughter or the surviving spouse of an employee of the Board, who dies while in service, if the person to be so appointed possesses the prescribed qualifications and experience and is otherwise found suitable.

30. INTERPRETATION

In the application of these Regulations all the instructions of the Central Government is amended from time to time which are not contrary to any of the provisions of these Regulations and all instructions issued from time to time by the Central Government which cover matters not specifically covered will be followed.

Where a doubt arises as to the interpretation of any of these regulations, the matter shall be referred to the Chairperson for a decision.

31. REPEAL AND SAVINGS

All the regulations, procedures, practices and customs corresponding to these regulations and in force immediately before the commencement of these regulations are hereby repealed.

Provided that any order made or action taken under the regulations, procedures, practices, and customs so repealed shall be deemed to have been made or taken under the corresponding provisions of these regulations.

Foot Note : The Principal Regulations Paradip Port Trust Employees' (Recruitment, Seniority and Promotion) Regulations, 2011 were published in the Gazette of India vide G.S.R. No. 386(E) dated 12.05.2011, and was subsequently amended vide:

- (i) G.S.R. 819 (E) dated 30.10.2015.
- (ii) G.S.R. 1102 (E) dated 13.11.2018.
- (iii) G.S.R. 1143 (E) dated 29.11.2018.
- (iv) G.S.R. 759 (E) dated 04.10.2019.
- (v) G.S.R. 665 (E) dated 23.10.2020.
- (vi) G.S.R. 664(E) dated 27.09.2021.

Recruitment Rules for Class-I Posts under Administrative Department, PPA.

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay (Rs.)	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Deputy Director (Research)	01	Class-I	Rs.50000-160000/- (Pre-revised Scale of Pay of Rs.20600-46500/-) (pre-pre-revised scale of pay of Rs. 10750-16750/-)	Selection	35	Essential:- (i) Degree in Economics or Statistics or Mathematics from a recognized university/ institution. (ii) Five years executive experience in planning or in collection compilation and interpretation of data or in conducting field surveys, investigations etc. Desirable :- (i)Post Graduate degree/ diploma in Economics or Statistics or Mathematics or Operational Research and allied subjects from a recognized university/institution. (ii)Knowledge of computer operations.	No Yes No	2	By promotion failing which by absorption / deputation, failing both by direct recruitment	Promotion from Assistant Director (EDP)/ Assistant Secretary Gr.I in the scale of pay of Rs.50000-160000/ (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre-revised scale of pay of Rs.9100-15100/-) with 5 years regular service in the grade failing which Assistant Director(EDP)/ Assistant Secretary Gr.I/ other equivalent posts in the scale of Rs.50000-160000 (pre-revised scale of pay of Rs. 20600-46500/-) (pre-pre-revised scale of pay of Rs.9100-15100/-)with 2 years regular service in the grade and a combined regular service of 8 years in the scale of pay of Rs. 50000-160000/- (pre-revised scale of pay of Rs. 20600-46500/-) (pre-pre-revised scale of pay of Rs.9100-15100/ Rs.40000-140000/- in the respective disciplines of P&R Division. Absorption/deputation will be of Officers holding analogous posts or Assistant Director (EDP))/ Assistant Secretary Gr.I/ and other equivalent posts in the scale of Rs.50000-160000/- (pre-revised scale of pay of Rs. 20600-46500/-) (pre-pre-revised scale of pay of Rs.9100-15100/-) with 5 years regular service in the grade in P & R Division a Major Port Authority	

Sl. No.	Name of the post	No. Of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4		6	7	8	9	10	11	12	13
2	Assistant Secretary Gr-I	01	Class-I	Rs.50000-160000/- (Pre-revised Scale of Pay of Rs.20600-46500/-) (pre-pre-revised scale of pay of Rs. 9100-15100/-)	Selection	30	Essential:- A degree from a Recognized University. Desirable :- (i)Post Graduate degree/ diploma in Personal Management/ Industrial Relations/ Social Work/Labour Welfare or Allied subjects or Degree in Law from a recognized University/ Institution. (ii)Two years experience in Executive cadre in the field of General Administration, Personnel, Industrial Relations etc. in an Industrial/ Commercial/Govt. undertaking.	a)No b)Yes c) No	2	<u>Upto 21stAug, 2012</u> By direct recruitment- 33.1/3% By promotion- 66.2/3% <u>After 21st Aug,2012</u> By direct recruitment- 66.2/3% By promotion- 33.1/3%	Promotion from Assistant Secretary Gr.II and all other Class-II posts such as PRO, PA, Manager GH, ALO, Welfare Officer, HM,SRO, Asst .Manager(Estate) & Accounts Officer in the scale of pay of Rs. 40000-140000/-with 3 years regular service in the respective grade(s) Or From Class-III employees in the scale of pay of Rs. 36500-88700/- in the respective discipline of General Administration Department with 5 years regular service in the grade where there are no Class-II posts in the pay scale of pay of Rs.40000-140000/- in that discipline.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion /absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
3	Senior Assistant Secretary	01	Class-I	Rs.50000-160000/- (Pre-revised Scale of Pay of Rs.20600-46500/-) (pre-pre-revised scale of pay of Rs. 10750-16750/-)	Selection	35	Essential :- (i)A degree from a recognized University. (ii)Five years experience in Executive cadre in the field of General Administration, Personnel, Industrial Relations etc. in an industrial/ Commercial/ Govt. undertaking. Desirable :- Post Graduate degree/ diploma in Personnel Management/ Industrial Relations/ Social Work/ Labour welfare or allied subjects or degree in Law from a recognized University/ Institution.	a)No b)Yes c)No	2	By promotion failing which by absorption /deputation, failing both by direct recruitment.	Promotion from Assistant Secretary Gr.I/PS to Chairman /Hindi Officer in the scale of pay of Rs. 50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre-revised scale of pay of Rs.9100-15100/-) with 5 years regular service in the grade failing which Assistant Secretary Gr.I/ PS to Chairman /Hindi Officer in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre-revised scale of pay of Rs.9100-15100/-) with 2 years regular service in the grade and a combined regular service of 8 years in the scales of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre-revised scale of pay of Rs.9100-15100/-) & Rs.40000-140000/- in the respective disciplines of General Admn.Deptt. Absorption/deputation will be of Officers holding analogous posts or post of Asst. Secretary (Gr.I)/PS to Chairman/Hindi Officer in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre-revised scale of pay of Rs.9100-15100/-) with 5 years regular service in the grade in a Major Port Authority.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
4	Senior Welfare Officer	01	Class-I	Rs.50000-160000/- (Pre-revised Scale of Pay of Rs.20600-46500/-) (pre-pre-revised scale of pay of Rs. 10750-16750/-)	Selection	35	Essential:- (i)Degree from a recognized University. (ii)Degree or diploma in Social Science from a recognized University /Institution. (iii)5 years experience as a Labour welfare Officer/Industrial Relations Officer in an industrial/ commercial/ Govt. undertaking. (iv)Knowledge of local language.	a)No b)Yes c)No	2	By promotion failing which by absorption/ deputation, failing both by direct recruitment.	Promotion from Assistant Secretary Gr.I/PS to Chairman/ Hindi Officer in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre-revised scale of pay of Rs.9100-15100/-) with 5 years regular service in the grade failing which Assistant Secretary Gr.I/PS to Chairman/ Hindi Officer in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs. 20600-46500/-) (pre-pre-revised scale of pay of Rs.9100-15100/-) with 2 years regular service in the grade and a combined regular service of 8 years in the scale of pay of Rs. 50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre-revised scale of pay of Rs.9100-15100/-) and Rs.40000-140000/- in the respective disciplines of personnel & IR Division Absorption/ deputation will be of Officers holding analogous posts or Assistant Secretary Gr.I/PS to Chairman/Hindi Officer in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs. 20600-46500/-) (pre-pre-revised scale of pay of Rs.9100-15100/-) or equivalent posts in the respective disciplines of Per. & I.R. Div. in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs. 20600-46500/-) (pre-pre-revised scale of pay of Rs.9100-15100/-) with 5 years regular service in the grade in a Major Port Authority.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
5	PS to Chairman	01	Class-I	Rs.50000-160000/- (Pre-revised Scale of Pay of Rs.20600-46500/-) (pre-pre-revised scale of pay of Rs. 9100-15100/-)	Selection	30	Essential:- (i)A Degree from a recognized University. (ii)Proficiency in stenography and type writing with a speed of 120/40 wpm respectively. (iii)Knowledge of computer application. (iv)Five years experience as stenographer/PA in an industrial/commercial/ Govt. undertaking..	a)No b)Yes c)No	2	By promotion failing which by absorption/ deputation, failing both by direct recruitment.	Promotion from PA to HOD/PA to Dy.CH. in the scale of pay of Rs.40000-140000/- with 3 years regular service in the grade. Absorption/ deputation will be of Officers holding analogous post or feeder post with 3 years regular service in the grade in a Major Port.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether Selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of Probation (in years)	Method of recruitment(whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4		6	7	8	9	10	11	12	13
6	Sr. PS to Chairman	01	Class-I	Rs.50000-160000/- (Pre-revised Scale of Pay of Rs.20600-46500/-) Pre-Pre revised Scale of pay of Rs. 10750-16750/-)	Selection	35	Essential:- (i)A degree from a recognized University. (ii)Proficiency in stenography and type writing with a speed of 120/40 wpm respectively. (iii)Knowledge of computer application. (iv)Eight years experience as stenographer/P/A in an industrial/commercial/ Govt. undertaking..	a) No b) Yes c) No	2	By promotion failing which by absorption / deputation, failing both by direct recruitment.	Promotion from PS to Chairman in the scale of pay of Rs. 50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.9100-15100/- with 5 years regular service in the grade failing which PS to Chairman with 2 years regular service in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.9100-15100/-) and a combined regular service of 8 years in the scales of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs. 20600-46500/-) (pre-pre revised scale of pay of Rs.9100-15100/-)& Rs.40000-140000/-. Absorption/ deputation will be of Officers holding analogous post or feeder post with 5 years regular service in the grade in a Major port.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay (Rs).	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
7	Sr. Assistant Estate Manager	01	Class-I	Rs.50000-160000/- (Pre-revised Scale of Pay of Rs.20600-46500/-) (Pre-Pre revised Scale of pay of Rs. 10750-16750/-)	Selection	35	Essential:- (i) Degree with a Post Graduate degree/ diploma in Architecture /Town and country planning or degree in Civil Engineering from a Recognized University /Institution or corporate membership of institution of surveyor(India). (ii) Seven years executive experience in estate management valuation or Land Records in an Industrial/ Commercial/ Govt. undertaking. Desirable:- A degree in Law from a recognized University.	a) No b) No However Diploma from recognized University/Institution is essential. c) No	2	By promotion failing which by absorption /deputation failing both by direct recruitment.	Promotion from Assistant Secretary Gr-I / Asst Executive Engineer(C) / Asst. Executive Engineer (TP) in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.9100-15100/-) with 5 years regular service in the grade failing which Assistant Secretary Gr-I./ Asst. Executive Engineer(C) / Asst. Executive Engineer (TP) in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.9100-15100/-) with 2 years regular service in the grade and a combined regular service of 8 years in the scales of pay of Rs.50000-160000 (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.9100-15100/-) & Rs.40000-140000/- in the discipline in a Estate Division. Absorption/ deputation will be of Officers holding analogous posts or Assistant Secretary Gr-I/ AEE(C)/ AEE(TP) or equivalent posts in the scale of pay Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.9100-15100/-) with 5 years regular service in the grade in a Estate Division.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.)	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion /absorption/ deputation	Period of Probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
8	Deputy Chief Law Officer	01	Class-I	Rs.60000-180000/- (Pre-revised Scale of pay of Rs.24900-50500/-) (pre-pre-revised scale of pay of Rs. 13000-18250/-)	Selection	40	Essential:- (i)Degree in Law from a recognized University. (ii)Nine years executive experience in a Legal establishment of an industrial/ commercial/ Govt. undertaking. Desirable:- Post Graduate degree in Law from a recognized University.	a)No b)Yes c)No	2	By promotion failing which by absorption/ deputation, failing both by direct recruitment.	Promotion from Sr. Assistant Secretary/Senior Welfare Officer/ Senior Asst. Estate Manager/Sr. Private Secretary to Chairman in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs. 20600-46500/-) (pre-pre- revised scale of pay of Rs.10750-16750/-) with 4 years regular service in the grade failing which Sr. Assistant secretary/ Senior Welfare Officer/Senior Asst. Estate Manager/Sr. Private Secretary to Chairman in the scale of pay of Rs. 50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre- revised scale of pay of Rs.10750-16750/-) with 2 years regular service in the grade and a combined regular service of 9 years in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre- revised scale of pay of Rs.10750-16750/-) & Rs.50000-160000/- /-(pre-revised scale of pay of Rs.20600-46500/-) (pre-pre- revised scale of pay of Rs.9100-15100/-) in the discipline of legal division. Absorption/ deputation will be of Officers holding analogous posts or Sr. Assistant Secretary/Senior Welfare Officer/ Senior Asst. Estate Manager/Sr. Private Secretary to Chairman or equivalent posts in the scale of pay of Rs. 50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre- revised scale of pay of Rs.10750-16750/-) with 4 years regular service in the grade in a Major Port Authority.	The officers having legal qualification in the port staff and in the pay scale of Rs.50000-160000/- (pre-revised scale of pay of Rs .Rs.20600-46500/-) (pre-pre revised scale of pay of Rs .10750-16750/-) having legal qualification on the d of commencement of RSP Regulation will preferred to be absorbed in the post as per CR Order (1.13) dated 06.02.2004 irrespective of years of experience.

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.)	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion/ absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
9	Deputy Secretary	01	Class-I	Rs.60000-180000/- (Pre-revised Scale of pay of Rs.24900-50500/-) (pre-pre-revised scale of pay of Rs. 13000-18250/-)	Selection	40	Essential:- (i)A degree from a recognized University. (ii)Nine years experience in executive cadre in the field of General Administration, Personnel, Industrial Relations etc. in an industrial/ commercial/ Govt. undertaking. Desirable:- Post Graduate degree/ diploma in Personnel management/ Industrial Relations/Social work /Labour welfare or allied subjects or degree in law from a recognized University/institution.	a)No b)Yes c)No	2	By promotion failing which by absorption /deputation, failing both by direct recruitment	Promotion from Sr. Asst Secretary/Sr.PS to Chairman/Sr. Welfare Officer in the scale of pay of Rs. 50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre- revised scale of pay of Rs.10750-16750/-) with 4 years regular service in the grade failing which Sr. Asst. Secretary /Sr.PS to Chairman/Sr. Welfare Officer) in the scale of pay of Rs. 50000-160000/- (pre-revised scale of pay of Rs. 20600-46500/-) (pre-pre- revised scale of pay of Rs.10750-16750/-) with 2 years regular service in the grade and a combined regular service of 9 years in the scales of pay of Rs. 50000-160000/- (pre-revised scale of pay of Rs. 20600-46500/-) (pre-pre- revised scale of pay of Rs.10750-16750/-) & Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre- revised scale of pay of Rs.9100-15100/-) in the respective discipline of General Admn. Deptt. Absorption/ deputation will be of Officers holding analogous posts or post of Sr Asst. Secretary/Sr.PS to Chairman/Sr. Welfare Officer) in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre- revised scale of pay of Rs. 10750-16750/-) with 4 years regular service in the grade in a Major Port Authority.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion/ absorption/ deputation	Period of probation in years)	Method of Recruitment whether by direct Recruitment or by Promotion/ absorption/ deputation)	In case of promotion/absorption/ deputation, grades from which it should be made Remarks	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
10	Senior Deputy Secretary	01	Class-I	Rs.80000-220000/- (Pre-revised scale of pay of Rs. 32900-58000/-) (pre-pre-revised scale of pay of Rs. 16000-20800/-)	Selection	42	Essential :- (i) A degree from a recognized University. (ii) Twelve years experience in executive cadre in the field of General Administration, Personnel, Industrial Relations etc. in an Industrial/Commercial/Govt. undertaking. Desirable:- Post Graduate degree/ diploma in Personnel Management/Industrial Relations/Social Work/ Labour Welfare or allied subjects or degree in Law from a recognized university /institution.	a)No b)Yes (c)No	N.A	By absorption through composite method failing which by deputation from other Govt. organization and failing both by direct recruitment.	For absorption through composite method, Officers holding analogous posts or the post of Dy. Secretary and equivalent posts in the respective discipline of GAD (such as CPRO/Dy. Estate Manager /Dy. Chief Law Officer/Personnel Officer) in the scale of pay of Rs. 60000-180000/- with 3 years regular service in the grade in a Major Port Authority or Dy. Secretary and equivalent posts in the respective discipline of GAD with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs. 20600-46500 /-) (pre-pre revised scale of pay of Rs. 10750-16750 /-)and Rs. 60000-180000/- in the respective discipline of GAD in a Major Port Authority will be eligible. For deputation, Officers holding analogous posts or post of Dy. Secretary and equivalent posts in the respective discipline of GAD in the scale of pay of Rs.60000-180000/- in Govt./Semi-Govt./PSUs or Autonomous Bodies with 3 years regular service in the grade will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good"	As the post has been newly created for the first time, no composite method of recruitment may be adopted for filling in it as a one time measure. The recruitment to this post is made for the first by promotion subject to fulfillment of RR [Ref.5(a)of the report of the anomaly committee on cadre restructuring of port & dock Officers March, 2005]

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether Selection or non selection	Upper age limit for direct recruitment in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion /absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption / deputation)	In case of promotion/absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
11	Secretary	1	Class-I (HOD)	Rs.100000-260000/- (Pre-revised Scale of pay of Rs. 43200-66000/- (pre-pre- revised scale of pay of Rs. 18500-23900/-) (The pay scale shall be upgraded to the Scale of pay of Rs. 120000-280000/- after completion of 3 years regular service with the approval of the Central Government)	Selection	45	Essential :- (i) A degree from a recognized University. (ii) Fifteen years experience in executive cadre in the field of General Administration, Personnel, Industrial Relations etc. in an Industrial/Commercial /Govt. undertaking. Desirable:- Post Graduate degree/ diploma in Personnel Management/Industrial Relations/ Social Work/ Labour Welfare or allied subjects or degree in Law from a Recognized University/ Institution.	a) No b) Yes c) No	N.A	By absorption through composite method failing which by deputation and failing both by direct recruitment.	For Absorption through composite method, Officers holding posts in the scale of pay Rs.80000 – 220000/- (pre-revised scale of pay of Rs. 32900-58000/-) (pre-pre-revised scale of pay of Rs. 16000-20800/-) with three years regular service in the grade in the General Administration or Human Resources Development Department of a Major Port Authority shall be eligible. For Deputation, Officers holding the post of Secretary and equivalent posts in the scale of pay Rs. 100000 – 260000/- (pre-revised scale of pay of Rs. 43200-66000/-) (pre-pre- revised scale of pay of Rs.18500-23900/-) with two years regular service in the grade or officers holding post of Senior Dy. Secretary and equivalent posts in the General Administration Department or Human Resources Department in the scale of pay of Rs. 80000 – 220000/- (pre-revised scale of pay of Rs.32900-58000/-) (pre-pre-revised scale of pay of Rs. 16000-20800/-) and above, with five years regular service in the grade in Central Government or State Governments or Union Territory Administration/ Public Sector Undertakings or Autonomous Bodies (other than Major Port Authorities) shall be eligible. The selection is by merit for which the bench mark in overall grading in the Annual Confidential Reports will not be below “Very Good”	

Recruitment Rules for Class-I Posts under Finance & Accounts Department, PPA.

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Accounts Officer Gr-I	02	Class-I	Rs.50000-160000/- (Pre-revised Scale of Pay of Rs.20600-46500/-) (Pre-pre-revised scale of pay of Rs. 9100-15100/-)	Selection	30	Essential :- Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India. Desirable:- Two years experience in Executive cadre in the field of Finance, Accounting in an Industrial/Commercial /Govt. Undertaking.	a)No b)No However a degree from a recognized university is essential. c) No	2	<u>Upto 21st Aug,2012</u> By direct recruitment - 33.1/3% By promotion - 66.2/3% <u>After 21st Aug.,2012</u> By direct recruitment - 66.2/3% By promotion - 33.1/3%	Promotion from Accounts Officer Gr-II/ Assistant Secretary Grade II in the scale of pay of Rs. 40000-140000/- with 3 years regular service in the grade. OR From Class-III employees in the scale of pay of pay Rs.36500-88700/- in the respective discipline of Finance Deptt. with 05 years regular service in the grade where there are no Class-II posts in the pay scale of Rs.40000-140000/- in that discipline.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation, Grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
2	Sr. Accounts Officer	02	Class-I	Rs.50000-160000/- (Pre-revised Scale of Pay of Rs.20600-46500/-) (Pre-Pre revised Scale of pay of Rs. 10750-16750/-)	Selection	35	Essential :- Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India. (ii) Five years Experience in Executive cadre in the field of Finance, Accounting in an Industrial/ Commercial /Govt. Undertaking.	a)No b)No However a degree from a recognized university is essential. c) No	2	By promotion failing which by absorption/ deputation, failing both by direct recruitment	Promotion from Accounts Officer Gr-I/ Assistant Secretary Gr.I in the scale of pay of Rs. 50000-160000/- (pre-revised scale of pay of Rs. 20600-46500/-) (pre-pre-revised scale of pay of Rs.9100 – 15100/-)with 5 years regular service in the grade failing which Accounts Officer Gr.I/ Assistant Secretary Gr.I in the scale of pay of Rs. 50000-160000/- (pre-revised scale of pay of Rs. 20600-46500/-) (pre-pre-revised scale of pay of Rs.9100 – 15100/-) with 2 years regular service in the grade and a combined regular service of 8 years in the scales of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre-revised scale of pay of Rs.9100 – 15100/-)and Rs. 40000-140000/- in respective disciplines of Finance Deptt. Absorption/ deputation will be of Officers holding analogous posts or post of Accounts Officer Gr-I/ Assistant Secretary Gr.I in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre-revised scale of pay of Rs.9100 –15100/-) with 5 years regular service in the grade in a Major Port Authority	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.)	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of recruitment whether by direct recruitment or by promotion /absorption /deputation)	In case of promotion /absorption /deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
3	Deputy Chief Accounts Officer	1	Class-I	Rs.60000-180000/- (Pre-revised Scale of pay of Rs.24900-50500/-) (pre-pre-revised scale of pay of Rs. 13000-18250/-)	Selection	40	Essential :- Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India. (ii) Nine years experience in Executive cadre in the field of Finance, Accounting in an Industrial/Commercial /Govt. Undertaking.	(a)No (b)No However a degree from a recognized university is essential. (c) No	2	By promotion failing which by absorption/ deputation, failing both by direct recruitment	Promotion from Sr. Accounts Officer in the scale of pay of Rs.50000-160000/- (pre - revised scale of pay of Rs.20600-46500/-) (pre-pre-revised scale of pay of Rs10750-16750/-) 4 years regular service in the grade failing which Sr. Accounts Officer in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500 /-) (pre-pre-revised scale of pay of Rs10750-16750/-) with 2 years regular service in the grade and a combined regular service of 9 years in the scales of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre-revised scale of pay of Rs10750-16750/-) and Rs.50000-160000/- revised scale of pay of Rs.20600-46500/-) (pre-pre-revised scale of pay of Rs 9100-15100/-) in the respective disciplines of Finance Deptt. Absorption/deputation will be of Officers holding analogous posts or post of Sr. Accounts Officer in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre-revised scale of pay of Rs10750-16750/-) 4 years regular service in the grade in a Major Port Authority.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.)	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion /absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption /deputation)	In case of Promotion /absorption /deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
4	Senior Deputy Chief Accounts Officer	01	Class-I	Rs.80000-220000/- (Pre-revised scale of pay of Rs. 32900-58000/-) (Pre-pre revised scale of pay of Rs. 16000 -20800/-)	Selection	42	Essential :- (i) Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accounts of India. (ii) Twelve years experience in Executive cadre in the field of Finance, Accounting in an Industrial/ Commercial/ Govt. Undertaking.	(a)No (b)Yes (c) No	NA	By absorption through composite method failing which by deputation from other Govt. organizations and failing both by direct recruitment.	For absorption through composite method, Officers holding analogous posts or Dy. Chief Accounts Officer and equivalent posts in respective discipline of Finance Deptt. in the scale of pay of Rs.60000-180000/- with 3 years regular service in the grade Rs.60000-180000/- in a major Port Authority or Dy. Chief Accounts Officer and equivalent posts in respective discipline of Finance Deptt. With 2 years regular service in the grade and a combined regular service of 7 years in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay Rs.20600-46500/-) (pre-pre-revised scale of pay Rs.10750-16750/-) and Rs. 60000-180000/- in the respective discipline of Finance Deptt. In a Major Port Authority will be eligible. For deputation, Officers holding posts of Dy. Chief Accounts Officer and equivalent posts in respective discipline of Finance Deptt.. in the scale of pay of Rs. 60000-180000/- in Govt. /Semi Govt./PSUs or Autonomous Bodies with 3 years regular service in the grade will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good".	As the post has been newly created for the first time, no composite method of recruitment may be adopted for filling in it as a one time measure. The recruitment to this post is made for the first by promotion subject to fulfillment of RR. [Ref. 5(a) of the Report of the Anomaly Committee on Cadre-restructuring of Port & Dock Officers- March, 2005]

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion /absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1		3	4	5	6	7	8	9	10	11	12	13
5	Financial Advisor & Chief Accounts Officer	01	Class-I (HOD)	Rs.100000-260000/- (Pre-revised Scale of pay of Rs. 43200-66000/- (pre-pre- revised scale of pay of Rs. 18500-23900/-) (The pay scale shall be upgraded to the Scale of pay of Rs. 120000-280000/- after completion of 3 years regular service with the approval of the Central Government)	Selection	45	Essential :- Member of Institute of Chartered Accountants of India or of Institute of Cost and Works Accountants of India. ii) Fifteen years experience in Executive cadre in the field of Finance, Accounting in an Industrial Commercial /Govt. Undertaking.	a) No b) Yes c) No	NA	By absorption through composite method, failing which by deputation and failing both by direct recruitment.	For Absorption through composite method, Officers holding posts in the scale of pay Rs.80000 – 220000/- (pre-revised scale of pay of Rs. 32900-58000/-) (pre-pre-revised scale of pay of Rs. 16000-20800/-) with three years regular service in the grade in the Finance Department of a Major Port Authority shall be eligible. For Deputation, Officers holding the post of Financial Advisor & Chief Accounts Officer and equivalent posts in the scale of pay Rs.100000 – 260000/- (pre-revised scale of pay of Rs. 43200-66000/-) (pre-pre- revised scale of pay of Rs.18500-23900/-) with two years regular service in the grade or officers holding post of Senior Dy. Chief Accounts Officer and equivalent posts in the Finance Department in the scale of pay of Rs. 80000 – 220000/- (pre-revised scale of pay of Rs.32900-58000/-) (pre-pre-revised scale of pay of Rs. 16000-20800/-) and above, with five years regular service in the grade in Central Government or State Governments or Union Territory Administration/ Public Sector Undertakings or Autonomous Bodies (other than Major Port Authorities) shall be eligible. The selection is by merit for which the bench mark in overall grading in the Annual Confidential Reports will not be below “Very Good”	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
6	Asst. Director (EDP)	01	Class-I	Rs.50000-160000/- (Pre-revised Scale of Pay of Rs.20600-46500/-) (Pre-pre revised scale of pay of Rs. 9100 -15100/-)	Selection	30	Essential :- Degree in Computer Engineering/ Computer Science from a recognized university/ institution Or Degree in Maths/Statistics/Operational Research/ Economics with Post Graduate Diploma in Computer Application / Computer Science/Information Technology from a recognized university/ institution. Or Degree in Engineering with Post Graduate Diploma in Computer Application/ Computer Science/ Information Technology from a recognized University/ institution. Desirable:- (i) Post Graduate Degree in Maths/Statistics/ Operational Research/ Economics or Post Graduate Degree in Computer Science or Computer Engineering or Systems or Information Systems or MIS or Information Technology or Computer Application or Business Admn (PG Degree/Diploma) with specialization in System or Information Systems or MIS or Information Technology and allied subjects from a recognized university/ institution. (ii) Two years experience in Programming/ Electronic Data Processing/ System Analysis etc.	(a) No (b)Yes (c) No	02	<u>Upto 21st Aug 2012</u> By direct recruitment- 33.1/3% By promotion - 66.2/3% <u>After 21st Aug 2012</u> By direct recruitment- 66.2/3% By promotion - 33.1/3%	Promotion from Programmer in the scale of pay of Rs.40000-140000/- with 03 years regular service in the grade Or Promotion from Class-III employees in the scale of pay of Rs.36500-88700/- in the respective discipline of P&R Divn with 05 years regular service in the grade where there are no Class-II posts in the pay scale of Rs.40000-140000/- in that discipline.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.)	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
7	Deputy Director (EDP)	01	Class-I	Rs.50000-160000/- (Pre-revised Scale of Pay of Rs. 20600-46500/-) (Pre-pre revised scale of pay of Rs. 10750 -16750/-)	Selection	35	Essential: Degree in Computer Engineering/Computer Science from a recognized University/institution. OR Degree in Maths/Statistics/Operational research/ Economics with Post Graduate Diploma in Computer Applications/ Computer Science/ Information Technology from a recognized university/ institutions Or Degree in Engineering with Post Graduate Diploma in Computer Application/Computer Science/Information Technology from a recognized University/ institution. ii) Five years experience in Programming/Electronics Data Processing /System Design & Analysis and related fields. Desirable i)Post Graduate Degree in Maths/Statistics/Operational Research/Economics or ii) Post Graduate Degree in Computer Science or Computer Engineering or System or Information system or MIS or Information Technology or Computer Applications or Business Admn (PG degree/diploma) with specialization in Systems or Information systems or MIS or Information Technology and allied subjects from a recognized university/ institutions.	(a) No (b) Yes (c) No	02	By promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Assistant Director (EDP) in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay Rs.9100-15100/-) with 05 years regular service in the grade failing which Assistant Director (EDP) in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay Rs.9100-15100/-) with 02 years regular service in the grade and a combined regular service of 8 years in the scales of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay Rs.9100-15100/-) & Rs. 40000-140000/- in the respective discipline of P&R Divn. Absorption/deputation will be of Officers holding analogous posts or Assistant Director (EDP) / Assistant Director (Research) and other equivalent posts in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay Rs.20600-46500/-) (pre-pre revised scale of pay Rs.9100-15100/-) with 5 years regular service in the grade of P&R Division in a Major Port Authority.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.)	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
8	Senior Deputy Director (EDP)	01	Class-I	Rs. 60000-180000/- (Pre-revised Scale of pay of Rs. 24900-50500/-) (pre-pre-revised scale of pay of Rs 13000-18250/-)	Selection	40	Essential Degree in Computer Engineering/ Computer Science from a recognized University/ institution Or Degree in Maths/Statistics/Operational Research/ Economics with Post Graduate Diploma in Computer Application/ Computer Science/Information Technology from a recognized University/ institution. or Degree in Engineering with Post Graduate Diploma in Computer Application/Computer Science /Information Technology from a recognized university/institution ii) Nine years experience in Programming/Electronics Data processing/system Design & Analysis and related fields. Desirable i) Post Graduate Degree in Maths/Statistics/Operational Research/Economics or ii) Post Graduate Degree in Computer Science or Computer Engineering or System or Information system or MIS or Information Technology or Computer Application or Business Admn (PG degree/diploma) with specialization in System or Information system or MIS or Information Technology and allied subjects from a recognized university/institution	(a) No (b) Yes (c) No	02	By promotion failing which by absorption/ deputation failing both by direct recruitment.	Promotion from Deputy Director (EDP)/Deputy Director (Research) in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay Rs.10750-16750/-) with 04 years regular service in the grade failing which by Deputy Director (EDP)/ Deputy Director (Research) in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay Rs.10750-16750/-) with 02 years regular service in the grade and combined regular service of 09 years in the scales of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay Rs.10750-16750/-) & Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay Rs.9100-15100/-) in the respective discipline of P&R Divn. Absorption/Deputation will be of officers holding analogous posts of of Deputy Director (EDP)/ Deputy Director (Research) and other equivalent posts in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay Rs.10750-16750/-) with 04 years regular service in the grade in P&R Division in a Major Port Authority.	

Recruitment Rules for Class-I Posts under E & M Department, PPA

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of Probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Asst Executive Engineer (Mechanical)	12	Class-I	Rs.50000-160000/- (Pre-revised scale of pay of Rs.20600-46500/-) (Pre-pre revised scale of pay of Rs. 9100 -15100/-)	Selection	30	Essential :- Degree or equivalent in Mechanical/ Engineering from a recognized university/institution. Desirable:- Two years experience in relevant discipline in executive cadre in an Industrial/Commercial/ Govt. undertaking	(a) No (b)No However a Diploma in Engineering in the relevant discipline from a recognized university/institution is essential. (c) No	2	<u>Upto 21st Aug/2012</u> By direct recruitment - 33.1/3% By promotion - 66.2/3% <u>After 21st Aug/2012</u> By direct recruitment - 66.2/3% By promotion - 33.1/3%	Promotion from Assistant Engineer (Mechanical) in the scale of pay of Rs.40000-140000/- with 3 years regular service in the grade. Or From Class-III employees in the scale of pay of Rs.36500-88700/- in the discipline of Mechanical with 5 years regular service in the grade where there are no Class-II posts in the scale of pay of Rs.40000-140000/- in that discipline.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
2	Asst Executive Engineer (Elect/ Electronics & Tele-Communication)	10	Class-I	Rs.50000-160000/- (Pre-revised scale of pay of Rs.20600-46500/-) (Pre-pre revised scale of pay of Rs. 9100 -15100/-)	Selection	30	Essential :- Degree or equivalent in Electrical/ Electronics & Tele-communication Engineering from a recognized university/institution. Desirable:- Two years experience in relevant discipline in executive cadre in an Industrial /Commercial/Govt. undertaking	(a) No (b)No However a Diploma in Engineering in the relevant discipline from a recognized university/ institution is essential. (c) No	2	<u>Upto 21st Aug'2012</u> By direct recruitment - 33.1/3% By promotion - 66.2/3% <u>After 21st Aug'2012</u> By direct recruitment - 66.2/3% By promotion - 33.1/3%	Promotion from Assistant Engineer (Electrical/Electronics) in the scale of pay of Rs.40000-140000/- with 3 years regular service in the grade. Or From Class-III employees in the scale of pay of Rs.36500-88700/- in the discipline of Electrical/ Electronics Engineering with 5 years regular service in the grade where there are no Class-II posts in the scale of pay of Rs.40000-140000/- in that discipline.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion /absorption / deputation	Period of Probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/deputation, grades from Which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
3	Executive Engineer (Mechanical)	06	Class-I	Rs.50000-160000/- (Pre-revised Scale of Pay of Rs.20600-46500/-) (Pre-pre revised scale of pay of Rs. 10750 -16750/-)	Selection	35	Essential :- Degree or equivalent in Mechanical Engineering from a recognized university/institution. (ii) Five years experience in relevant discipline in executive cadre in an Industrial/Commercial/ Govt. undertaking	(a) No (b)No However a Diploma in Engineering in the relevant discipline from a recognized university/institution is essential. (c) No	2	By promotion failing which by absorption/ deputation failing both by direct recruitment.	Promotion from Assistant Executive Engineer (Mechanical) in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay Rs.9100-15100/-) with 5 years regular service in the grade failing which Assistant Executive Engineer (Mechanical) in the scale of pay of Rs.50000-160000/- (pre revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay Rs.9100-15100/-) with 2 years regular service in the grade and a combined regular service of 8 years in the scale of pay of Rs.50000-160000/- (pre revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay Rs.9100-15100/-) & Rs.40000-140000/- in the discipline Mechanical Engineering of M&E Engg. Deptt. Or Diploma Engineers in the discipline Mechanical Engineering in the scale of pay of Rs.40000-140000/- with 8 years of regular service in the grade where the pay scale of Rs.50000-160000/- (pre-revised scale of pay Rs.20600-46500/-) (pre-pre revised scale of pay Rs.9100-15100/-) does not exist in that discipline. Absorption/ deputation will be of Officers holding analogous posts in respective discipline or feeder post with 5 years regular service in the grade in a Major Port Authority.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation)	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
4	Executive Engineer (Elect/ Electronics & communication)	05	Class-I	Rs.50000-160000/- (Pre-revised Scale of Pay of Rs.20600-46500/-) (Pre-pre revised scale of pay of Rs. 10750 -16750/-)	Selection	35	Essential :- Degree or equivalent in Electrical/Electronics & Communication Engineering from a recognized university /institution. (ii) Five years experience in relevant discipline in executive cadre in an Industrial/ Commercial/ Govt. undertaking	(a) No (b)No However a Diploma in Engineering in the relevant discipline from a recognized university/institution is essential. (c) No	2	By promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Assistant Executive Engineer (Electrical/ Electronics & Communication in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay Rs.9100-15100/-) with 5 years regular service in the grade failing which Assistant Executive Engineer (Electrical/Electronics & Communication in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay Rs.9100-15100/-) with 2 years regular service in the grade and a combined regular service of 8 years in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay Rs.9100-15100/-) & Rs.40000-140000/- in the discipline of Electrical/Electronics Engineering of M&E Engg. Deptt. Or Diploma Engineers in the discipline of Electrical/Electronics & Communication Engineering in the scale of pay of Rs.40000-140000/- with 8 years of regular service in the grade where the pay scale of Rs.50000-160000/- (pre revised scale of pay Rs. 20600-46500/-) (pre-pre revised scale of pay Rs.9100-15100/-) does not exist in that discipline. Absorption/ deputation will be of Officers holding analogous posts in respective discipline or feeder post with 5 years regular service in the grade in a Major Port Authority.	

Sl. No.	Name of the Post	No. of posts	Classification	Scale of pay(Rs.)	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed For direct recruitment	Whether (a) Age (b) Educational qualification (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of Probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5		7	8	9	10	11	12	13
4 A	Safety & Training Officer	1	Class-I	Rs.50000-160000/- (Pre-revised Scale of Rs.20600-46500/-) (Pre-pre revised scale of pay of Rs. 9100 -15100/-)	Selection	30	Degree in Engineering in any branch with two years experience in a supervisory capacity in a Port or similar place; Or Diploma in Engineering in any branch with five years experience in a supervisory capacity in a Port or similar place With i) Degree or Diploma in Industrial Safety recognized by Central Government. ii) Adequate knowledge in Odiya. iii) Adequate knowledge or experience to design and conduct either independently or in collaboration with the training department suitable training and educational programmes for prevention of accidents to Dock Workers.	a) No b) Yes c) Yes	2	By direct recruitment- 66.2/3% . By promotion- 33.1/3% .	From Assistant Engineer with requisite qualification and experience as mentioned in Col. 8	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
5	Superintending Engineer (Mechanical)	02	Class-I	Rs. 60000-180000/- (Pre-revised Scale of pay of Rs.24900-50500/-) (pre-pre-revised scale of pay of Rs. 13000-18250/-)	Selection	40	Essential :- (i) Degree or equivalent in Mechanical Engineering from a recognized university/ institution. (ii) Nine years Experience in relevant discipline in executive cadre in an Industrial/Commercial /Govt. undertaking	(a) No (b)No However a Diploma in Engineering in the relevant discipline from a recognized university/ institution is essential. (c) No	2	y promotion failing which by absorption/ deputation failing which by direct recruitment	Promotion from Executive Engineer(Mechanical) in the scale of pay of Rs.50000-160000/- (pre revised scale of pay of Rs20600-46500/-) (pre-pre revised scale of pay of Rs 10750-16750/-) with 4 years regular service in the grade failing which Executive Engineer (Mechanical) in the scale of pay of Rs.50000-160000/- (pre revised scale of pay of Rs20600-46500/-) (pre-pre revised scale of pay of Rs 10750-16750/-) with 2 years regular service in the grade and a combined regular service of 9 years in the scales of pay of Rs.50000-160000/- (pre revised scale of pay of Rs20600-46500/-) (pre-pre revised scale of pay of Rs 10750-16750/-) and Rs.50000-160000/- (pre revised scale of pay of Rs20600-46500 /-) (pre-pre revised scale of pay of Rs 9100-15100/-) in the respective discipline in the M&E Engg. Deptt. Absorption/ deputation will be of Officers holding analogous posts of the feeder post with 4 years regular service in the grade in a Major Port Authority.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion /absorption/ deputation	Period of probation (in years)	Method of recruitment(whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
6	Superintending Engineer (Electrical/ Electronics & Communication)	02	Class-I	Rs. 60000-180000/- (Pre-revised scale of pay of Rs.24900-50500/-) (pre-pre-revised scale of pay of Rs. 13000-18250/-)	Selection	40	Essential :- (i) Degree or equivalent in Electrical/ Electronics & Communication Engineering from a recognized university /institution. (ii) Nine years experience in relevant discipline in executive cadre in an Industrial/ Commercial /Govt. undertaking	(a) No (b)No However a Diploma in Engineering in the relevant discipline from a recognized university/institution is essential. (c) No	2	By promotion failing which by absorption/ deputation failing which by direct recruitment	Promotion from Executive Engineer(Electrical/ Electronics & Communication) in the scale of pay of Rs.50000-160000/- (pre revised scale of pay of Rs20600-46500/-) (pre-pre revised scale of pay of Rs 10750-16750/-) with 4 years regular service in the grade failing which Executive Engineer (Electrical/ Electronics & Communication) in the scale of pay of Rs. 50000-160000/- (pre revised scale of pay of Rs20600-46500/-) (pre-pre revised scale of pay of Rs 10750-16750/-) with 2 years regular service in the grade and a combined regular service of 9 years in the scales of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs20600-46500/-) (pre-pre revised scale of pay of Rs 10750-16750/-) and Rs.50000-160000/- (pre revised scale of pay of Rs20600-46500/-) (pre-pre revised scale of pay of Rs 9100-15100/-) in the discipline of Electronics & Communication Engineering in the M&E Engg. Deptt. Absorption/ deputation will be of Officers holding analogous posts of the feeder post with 4 years regular service in the grade in a Major Port Authority.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.)	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption / deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
7	Deputy Chief Mechanical Engineer	01	Class-I	Rs.80000-220000/- (Pre-revised scale of pay of Rs. 32900-58000/-) (Pre-pre revised scale of pay of Rs.16000-20800/-)	Selection	42	Essential :- (i) Degree or equivalent in Mechanical Engineering from a recognized university/institution. (ii) Twelve years experience in relevant discipline in executive cadre in an Industrial/ Commercial/ Govt. undertaking	(a) No (b)Yes (c) No	NA	For absorption through composite method failing which by deputation from other Govt. organizations and failing both by direct recruitment.	For absorption through composite method, Officers holding analogous posts or the post of Superintending Engineer and equivalent posts in the respective discipline of M&E Engg.Deptt. in the scale of pay of Rs.60000-180000 /- (pre revised scale of pay of Rs.24900-50500/-) (Pre-pre revised scale of pay of Rs.16000-20800/-) with 3years regular service in the grade in the respective discipline in a Major Port Authority or Superintending Engineer and equivalent posts in the respective discipline of M&E Engg.Deptt. with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs.50000-160000/- (pre revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.10750-16750/-) and Rs.60000-180000/- (pre revised scale of pay of Rs.24900-50500/-) (Pre-pre revised scale of pay of Rs.16000-20800/-) in the respective discipline in a Major Port Authority will be eligible. For deputation, Officers holding analogous posts or Officers holding post of Superintending Engineer and equivalent posts in the respective discipline of M&E Engg. Deptt. in the scale of pay of Rs.60000-180000/- (pre revised scale of pay of Rs.24900-50500/-) (Pre-pre revised scale of pay of Rs.16000-20800/-) with 3 years regular service in the grade in the respective discipline in Govt./PSUs/ Autonomous bodies etc will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good".	As the post has been newly created for the first time, no composite method of recruitment may be adopted for filling in it as a one time measure. The recruitment to This post is made for the first by promotion subject to fulfillment of RR (Ref.5(a) of the Report of the anomaly committee on Cadre restructuring of port & dock Officers- March 2005]

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) / (b) Educational Qualifications (c) Experience for direct recruits will apply in the case of promotion /absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
8	Deputy Chief Electrical Engineer	01	Class-I	Rs.80000-220000/- (Pre-revised scale of pay of Rs. 32900-58000/-) (Pre-pre revised scale of pay of Rs.16000-20800/-)	Selection	42	Essential :- (i) Degree or equivalent in Electrical/Electronics & Communication Engineering from a recognized university /institution. (ii) Twelve years experience in relevant discipline in executive cadre in an Industrial/ Commercial/ Govt. undertaking	(a) No (b) Yes (c) No	NA	For absorption through composite method failing which by deputation from other Govt. organizations and failing both by direct recruitment.	For absorption through composite method, Officers holding analogous posts or the post of Superintending Engineer and equivalent posts in the respective discipline of M&E Engg.Deptt. in the scale of pay of Rs.60000-180000 /- (pre revised scale of pay of Rs.24900-50500/-) (Pre-pre revised scale of pay of Rs.16000-20800/-) with 3years regular service in the grade in the respective discipline in a Major Port Authority or Superintending Engineer and equivalent posts in the respective discipline of M&E Engg.Deptt. with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs.50000-160000/- (pre revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.10750-16750/-) and Rs.60000-180000/- (pre revised scale of pay of Rs.24900-50500/-) (Pre-pre revised scale of pay of Rs.16000-20800/-) in the respective discipline in a Major Port Authority will be eligible. For deputation, Officers holding analogous posts or Officers holding post of Superintending Engineer and equivalent posts in the respective discipline of M&E Engg. Deptt. in the scale of pay of Rs.60000-180000/- (pre revised scale of pay of Rs.24900-50500/-) (Pre-pre revised scale of pay of Rs.16000-20800/-) with 3 years regular service in the grade in the respective discipline in Govt/PSUs/ Autonomous bodies etc will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good".	As the post has been newly created for the first time, no composite method of recruitment may be adopted for filing in it as a one time measure. The recruitment to this post is made for the first by promotion subject to fulfillment of RR (Ref.5 (a) of the Report of the anomaly committee on Cadre restructuring of port & dock Officers-March 2005]

Sl. No.	Name of the post	No. of posts	Classification	Scale of Pay (Rs.)	Whether selection direct or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion /absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption /deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
09	Chief Mechanical Engineer	01	Class-I	Rs.100000-260000/- Pre-revised Scale of pay of Rs. 43200-66000/- (pre-pre- revised scale of pay of Rs. 18500-23900/-) (The pay scale shall be upgraded to the Scale of pay of Rs. 120000-280000/- after completion of 3 years regular service with the approval of the Central Government)	Selection	45	Essential :- (i) Degree or equivalent in Mechanical/Electrical/ Electronics & Communication Engineering/Naval Architecture from a recognized university/institution or MOT 1 st class Motor certificate issued under Merchant Shipping Act,1958. (ii) 15 years experience in managerial capacity dealing with Mech/Elect/Marine/ Electronics Engg Works out of which 08 years experience shall be in a workshop undertaking maintenance of cargo handling equipment /electrical installation/ship repairs in any Major Port Authorities/Industrial/ Commercial/ Govt. undertaking	(a) No (b)Yes (c) No	NA	For absorption through composite method, failing which by deputation failing both by direct recruitment.	For Absorption through composite method, Officers holding posts in the scale of pay Rs.90000 – 240000/- (pre-revised scale of pay of Rs. 36600-62000/-) (pre-pre-revised scale of pay of Rs. 17500-22300/-) with two years regular service or Officers holding posts in the pay scale of Rs. 80000 – 220000/- (pre-revised scale of pay of Rs.32900-58000/-) (pre-pre-revised scale of pay of Rs. 16000-20800/-) with three years regular service in grade in Mechanical and Electrical Engineering Department and Marine Department (applicable to categories of Marine Engineers only) in a Major Port Authority shall be eligible. For Deputation, Officers holding posts of Chief Mechanical Engineer and equivalent posts in the Mechanical and Electrical Engineering Department in the scale of pay Rs.100000 – 260000/- (pre-revised scale of pay of Rs. 43200-66000/-) (pre-pre- revised scale of pay of Rs.18500-23900/-) with two years regular service in the grade or officers holding post of Deputy Chief Mechanical Engineer and equivalent posts in the in the Mechanical and Electrical Engineering Department in the scale of pay of Rs. 80000 – 220000/- (pre-revised scale of pay of Rs.32900-58000/-) (pre-pre-revised scale of pay of Rs. 16000-20800/-) and above, with five years regular service in the grade in Central Government or State Governments or Union Territory Administration/Public Sector Undertakings or Autonomous Bodies (other than Major Port Authorities) shall be eligible. The selection is by merit for which the bench mark in overall grading in the Annual Confidential Reports will not be below “Very Good”	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.)	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion /absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
10	Asst Materials Manager Gr.I	01	Class-I	Rs.50000-160000/- (Pre-revised Scale of Pay of Rs. 20600-46500/-) (Pre-pre revised scale of pay of Rs. 9100 -15100/-)	Selection	30	Essential :- Degree or equivalent in Mechanical/Electrical Engineering from a recognized university/institution. Desirable: (i) Post Graduate Degree /Diploma in Materials Management from a recognized University/Institution. (ii) 02 years Post qualification experience in Materials Management in an Industrial /Commercial/Govt. undertaking	(a) No (b)No However a Diploma in relevant discipline from a recognized University / Institution is essential. (c) No	02	Upto 21 st Aug' 2012 By direct recruitment - 33.1/3% By promotion - 66.2/3% After 21 st Aug'2012 By direct recruitment - 66.2/3% By promotion - 33.1/3%	Promotion from Assistant Material Manager Gr. II in the scale of pay of Rs.40000-140000/- with 03 years regular service in the grade. Or From Class III employees in the scale of pay of Rs.36500-88700/- in the respective discipline of MM Division with 05 years regular service in the grade where there are no Class-II post in the pay scale of Rs.40000-140000/- in that discipline.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation in years)	Method of Recruitment (whether by direct recruitment or by promotion /absorption/ deputation)	In case of promotion/absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
11	Dy. Materials Manager	01	Class-I	Rs.50000-160000/- (Pre-revised Scale of Pay of Rs. 20600-46500/-) (Pre-pre revised scale of pay of Rs. 10750-16750/-)	Selection	35	Essential :- (i) Degree or equivalent in Mechanical/Electrical Engineering from a recognized university/ institution. (ii) 05 years experience in the executive cadre in the field of Materials Management /Mechanical Eng/Electrical Eng. in an Industrial/ Commercial/ Govt. undertaking Desirable: (i) PG Degree/Diploma in Materials Management from a recognized university/institution	(a) No (b)No However a Diploma in relevant discipline from a recognized University / Institution is essential. (c) No	02	By promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Assistant Material Manager Gr.I or equivalent post in the scale of pay of Rs.50000-160000/- (pre revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.9100-15100/-) with 05 years regular service in the grade failing which Assistant Executive Engineer Mechanical/Electrical in the scale of pay of Rs.50000-160000/- (pre revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.9100-15100/-) with 05 years regular service in the grade failing both A.M.M Gr.I or equivalent post / Asst. Executive Engineer(Elect./Mech) in the scale of pay of Rs.50000-160000/- (pre revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.9100-15100/-) with 02 years regular service in the grade and a combined regular service of 8 years in the scale of pay of Rs.50000-160000/- (pre revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.9100-15100/-) & Rs. 40000-140000/- in the respective discipline of MM Division/M&E Engg.Deptt. or diploma engineers in the scale of pay of Rs. 40000-140000/- with 08 years regular service in the grade where the pay scale of Rs.50000-160000/- (pre revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.9100-15100/-) does not exist in that discipline. Absorption/ deputation will be of Officers holding analogous post of feeder post with 5 years regular service in the grade in a Major Port Authority.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed Bydirect recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
12	Sr. Deputy Materials Manager	01	Class-I	Rs. 60000-180000/- (Pre-revised Scale of pay of Rs.24900-50500/-) (Pre-pre revised scale of pay of Rs.13000-18250/-)	Selection	40	Essential :- (i) Degree or equivalent Mechanical/Electrical Engineering from a recognized university/ institution. (ii) 09 years experience in the executive cadre in the field of Materials Management/ Mechanical Eng/ Electrical Eng. in an Industrial/ Commercial/ Govt. undertaking Desirable: (i) PG Degree/Diploma in Materials Management from a recognized university/institution	(a) No (b)No However a Diploma in relevant discipline from a recognized University / Institution is essential. (c) No	02	By promotion failing which by absorption/ deputation failing both by direct recruitment.	Promotion from Dy. Material Manager in the scale of pay of Rs.50000-160000/- (pre revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.10750-16750/-) with 04 years regular service in the grade failing which EE(Elect./ Mech) in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.10750-16750/-) with 04 years regular service in the grade failing both Dy. MM / EE (Elect/Mech) with 2 years regular service in the grade and a combined regular service 09 years in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs. 20600-46500/-) (pre-pre revised scale of pay of Rs.10750-16750/-) and Rs.50000-160000/- (pre revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.9100-15100/-) in the respective discipline of MM Division/M&E Engg. Deptt. will be eligible. Absorption/ deputation will be of Officers holding analogous post or feeder post with 05 years regular service in the grade in a Major Port Authority.	

Recruitment Rules for Class-I Posts under Traffic Department, PPA

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of Probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Assistant Traffic Manager Gr-I	02	Class-I	Rs.50000-160000/- (Pre-revised Scale of Pay of Rs.20600-46500/-) (Pre-pre revised Scale of Pay of Rs.9100-15100/-)	Selection	30	Essential :- (i) A degree from a recognized university. Desirable: Two years executive experience in shipping /cargo operations/ railway transportation in an Industrial/ Commercial/ Govt. undertaking	(a) No (b)Yes (c) No	2	<u>Upto 21st Aug'2012</u> By direct recruitment - 33.1/3% By promotion - 66.2/3% <u>After 21st Aug'2012</u> By direct recruitment - 66.2/3% By promotion - 33.1/3%	Promotion from Assistant Traffic Manager Gr.II in the scale of pay of Rs.40000- 140000/- with 3 years regular service in the grade. Or From Class-III employees in the scale of pay of Rs.36500-88700/- in the respective discipline of Traffic deptt. With 5 years regular service in the grade where there are no Class-II posts in the pay scale of Rs.40000-140000/- in that discipline.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion /absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
2	Senior Assistant Traffic Manager	02	Class-I	Rs.50000-160000/- (Pre-revised Scale of Pay of Rs.20600-46500/-) (Pre-pre revised scale of pay of Rs10750-16750/-)	Selection	35	Essential :- (i) A degree from a recognized university. (ii) Five years experience in shipping/ cargo operations / railway transportation in an Industrial/Commercial /Govt. undertaking	(a) No (b)Yes (c) No	2	By promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Asst. Traffic Manager Gr.I or equivalent posts in the scale of pay of Rs.50000-160000/- (pre revised scale of pay of Rs.20600-46500/-) (Pre-pre revised Scale of Pay of Rs.9100-15100/-) with 5 years regular service in the grade failing which Asst. Traffic manager Gr.I or equivalent post in the scale of pay of Rs.50000-160000/- (pre revised scale of pay of Rs. 20600-46500/-) (Pre-pre revised Scale of Pay of Rs.9100-15100/-) with 2 years regular service in the grade and a combined regular service or 8 years in the scale of pay of Rs.50000-160000/- (pre revised scale of pay of Rs.20600-46500/-) (Pre-pre revised Scale of Pay of Rs. 9100-15100/-) and Rs 40000-140000/- in the respective discipline of Traffic Deptt. Absorption/deputation will be of Officers holding analogous post or post of Asst. Traffic Manager Gr-I or equivalent post in the scale of pay of Rs.50000-160000/- (pre revised scale of pay of Rs.20600-46500/-) (Pre-pre revised Scale of Pay of Rs.9100-15100/-) with 5 years regular service in the grade in a Major Port Authority.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of recruitment(whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
3	Deputy Traffic Manager	01	Class-I	Rs. 60000-180000/- (Pre-revised Scale of pay of Rs.24900-50500/-) (Pre-pre revised scale of pay of Rs 13000-18250/-)	Selection	40	Essential :- (i) A degree from a recognized university. 09 years experience in shipping/cargo operations/ railway transportation in executive cadre in an Industrial/ Commercial/ Govt. undertaking	(a) No (b)Yes (c) No	2	By promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Sr. Asst. Traffic Manager or equivalent in the scale of pay of Rs.50000-160000/- (pre revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs. 10750-16750/-) with 4 years regular service in the grade failing which Sr. Asst. Traffic Manager or equivalent post in the scale of pay of Rs.50000-160000/-(pre revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.10750-16750/-) with 2 years regular service in the grade and a combined regular service of 9 years in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs. 20600-46500 /-) (pre-pre revised scale of pay of Rs. 10750-16750/-) and Rs.50000-160000/- (pre revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs. 9100-15100/-) in the respective discipline of Traffic Department. Absorption/ deputation will be of officers holding analogous post or post of Sr. Asst. Traffic manager or equivalent post in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs. 10750-16750/-) with 4 years regular service in the grade in a Major port Authority.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
4	Sr. Deputy Traffic Manager	01	Class-I	Rs.80000-220000/- (Pre-revised scale of pay of Rs. 32900-58000/-) (Pre-pre revised scale of pay of Rs16000-20800/-)	Selection	42	Essential :- i) A degree from a recognized university. 12 years experience in the shipping/ cargo operations /railway transportation in executive cadre in an Industrial/ Commercial/ Govt. undertaking	(a) No (b)Yes (c) No	NA	By absorption through composite method failing which by deputation from other Govt. organization and failing both by direct recruitment.	For absorption through composite method, Officers holding analogous post or post of Dy. Traffic Manager and equivalent post in the respective discipline of Traffic Deptt. In the scale of pay of Rs. 60000-180000/- (pre revised scale of pay of Rs.24900-50500/-) (pre-pre revised scale of pay of Rs.13000-18250/-) with 3 years regular service in the grade in a Major port Authorities or Dy. Traffic Manager and equivalent post in the respective discipline of Traffic Dept. with 2 years regular service in the grade and a combined regular service of 7 years in the scale of pay of Rs.50000-160000/- (pre revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.10750-16750/-) and Rs. 60000-180000/- (pre revised scale of pay of Rs.24900-50500/-) (pre-pre revised scale of pay of Rs.13000-18250/-) respective discipline of Traffic Dept. in a Major Port Authority will be eligible. For deputation Officers holding analogous post or holding post of Dy. Traffic manager and equivalent post in the respective discipline of Traffic Dept. in the scale of pay of Rs.60000-180000/- in Govt./Semi Govt./PSUs or autonomous bodies with 3 years regular service in the grade will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good".	As the post has been newly created for the first time, no composite method of recruitment may be adopted for filling in it as a one time measure. The recruitment to this post is made for the first by promotion subject to fulfillment of RR (Ref. 5 (a) of the report of the anomaly committee on cadre restructuring of port and Dock officers -March 2005]

Sl. No.	Name of the post	No. of posts	Classification	Scale of Pay (Rs.)	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption /deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
5	Traffic Manager	01	Class-I (HOD)	Rs.100000-260000/- Pre-revised Scale of pay of Rs. 43200-66000/- (pre-pre- revised scale of pay of Rs. 18500-23900/-) (The pay scale shall be upgraded to the Scale of pay of Rs. 120000-280000/- after completion of 3 years regular service with the approval of the Central Government)	Selection	45	Essential :- i) A degree from a recognized university. 15 years experience in the shipping/ cargo Operations / railway transportation in executive cadre in an Industrial/ Commercial/ Govt. undertaking	(a) No (b)Yes (c) No	NA	By absorption through composite method failing which by deputation and failing both by direct recruitment.	For Absorption through composite method, Officers holding posts in the scale of pay of Rs.80000 – 220000/- (pre-revised scale of pay of Rs. 32900-58000/-) (pre-pre-revised scale of pay of Rs. 16000-20800/-) with three years regular service in the grade in the Traffic Department of a Major Port Authority shall be eligible. For Deputation, Officers holding posts of Traffic Manager and equivalent posts in the Traffic Department in the scale of pay of Rs.100000-260000/- (pre-revised scale of pay of Rs. 43200-66000/-) (pre-pre- revised scale of pay of Rs. 18500-23900/-) with two years regular service in the grade or officers holding post of Senior Deputy Traffic Manager and equivalent posts in the Traffic Department in the scale of pay of Rs. 80000 – 220000/- (pre-revised scale of pay of Rs.32900-58000/-) (pre-pre-revised scale of pay of Rs. 16000-20800/-) and above with five years regular service in the grade in the Central Government or State Governments or Union territory administration or Public Sector Undertakings or Autonomous Bodies (other than Major Port Authorities) shall be eligible. The selection is by merit for which the bench mark in overall grading in the Annual Confidential Reports will not be below “Very Good”.	

Recruitment Rules for Class-I Posts under Medical Department,PPA

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Medical Officer	05	Class-I	Rs.50000-160000/- (Pre-revised Scale of Pay of Rs.20600-46500/-) (Pre-pre revised Scale of Pay of Rs.9100-15100/-)	Not applicable	35	Essential :- (i) MBBS degree from a recognized university or for Medical Officer (Dental), BDS degree of a recognized university. (ii) One year experience in a hospital after completion of internship of one year. Desirable: A post graduate medical degree from a recognized university.	Not applicable	2	By direct recruitment	Not applicable	

Sl. No.	Name of the post	No. of posts	Classification	Scale of Pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
2	Sr. Medical Officer (General Duty)	05	Class-I	Rs.50000-160000/- (Pre-revised Scale of Pay of Rs.20600-46500/-) (Pre-pre revised scale of pay of Rs.10750-16750/-)	Selection	40	Essential :- (i) MBBS degree from a recognized university or for Medical Officer (Dental), BDS degree of a recognized university. (ii) Five years experience in a hospital after completion of internship of one year. Desirable: A post graduate medical degree from a recognized university.	(a) No (b) Yes (c) No	2	By promotion failing which by absorption/ deputation failing both by direct recruitment.	Promotion from Medical Officer in the scale of pay of Rs.50000-160000/- (pre revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.9100-15100/-) with 5 years regular service in the grade. Absorption/deputation will be of officers holding analogous posts or feeder post with 5 years experience in the grade in a Major Port Authority.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
3	Dy. Chief Medical Officer (Specialist)	08	Class-I	Rs. 60000-180000/- (Pre-revised Scale of pay of Rs.24900-50500/-) (Pre-pre revised scale of pay of Rs13000-18250/-)	Selection	42	Essential :- (i) MBBS degree from a recognized university. (ii) A post graduate medical degree in the specified specialty from a recognized university. (iii) Post qualification experience of 7 years in a reputed Hospital, in the relevant field of specialization	(a) No (b)Yes (c) No	2	By promotion failing which by absorption/ deputation, failing both by direct recruitment.	Promotion from Sr. Medical Officer (Specialist) in the scale of pay of Rs.50000-160000/- (pre revised scale of pay of Rs. 20600-46500/-) (pre-pre revised scale of pay Rs.10750-16750/-) with 4 years regular service in the grade failing which Sr. Medical Officer (G.D) with post graduate qualification in the relevant field and 4 years regular service in the grade. Absorption/ deputation will be of officers holding analogous posts or holding the post of Sr. Medical Officer (Specialist) in the scale of pay of Rs.50000-160000/- (pre revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay Rs.10750-16750/-) with 4 years regular service in the grade in a Major Port Authority.	As para 5 (v) of the Anomaly Committee Report-2005, where there are more than 05 specialists, there should at least be one specialist each in the disciplines of Medicine, Surgery, Gyn & Obst, Pediatrics and orthopedics. If the number of specialist is less than 5, the specialists may be from any of these disciplines. Port may decide the number of specialists in each discipline accordingly.

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether election or promotion election	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
4	Senior Dy. Chief Medical Officer	02	Class-I	Rs.80000-220000/- (Pre-revised scale of pay of Rs. 32900-58000/-) (Pre-pre revised scale of pay of Rs16000-20800/-)	Selection	45	Essential :- (i) MBBS degree from a recognized university. (ii) A post graduate medical degree in the specified speciality from a recognized university. (iii) Post qualification experience of 10years in a Hospital, in the relevant field of specialization	(a) No (b)Yes (c) No	NA	By absorption through composite method failing which by deputation from other Govt. organizations and failing both by direct recruitment.	For absorption through composite method, officers holding analogous posts or holding the post of Dy. Chief Medical Officer (Specialist) and equivalent Specialist posts in Medical Department in the scale of pay of Rs.60000-180000/- (pre revised scale of pay of Rs.24900-50500/-) (pre-pre revised scale of pay of Rs.13000-18250/-) with 3 years regular service in the grade in a Major Port Authority or Dy. Chief Medical Officer (Specialist) and equivalent Specialist posts in Medical Department with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs. 50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs. 10750-16750/-) and Rs.60000-180000/- (pre revised scale of pay of Rs.24900-50500/-) (pre-pre revised scale of pay of Rs.13000-18250/-) in Specialist cadre of Medical Department in a Major Port Authority will be eligible. For deputation, Officer holding analogous posts or holding posts of Dy. Chief Medical Officer (Specialist) and equivalent Specialist posts in the scale of pay of Rs.60000-180000/- (pre revised scale of pay of Rs.24900-50500/-) (pre-pre revised scale of pay of Rs.13000-18250/-) in Medical Department in a Govt./Semi Govt./PSUs or Autonomous Bodies with 3 years regular service in the grade will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good".	As the post has been newly created for the first time, no composite method of recruitment may be adopted for filling in it as a one time measure. The recruitment to this post is made for the first by promotion subject to fulfillment of RR. [Ref. 5 (a) of the Report of the Anomaly Committee on Cadre restructuring of Port & Dock Officers – March,2005.

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether election or non election	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
05	Chief Medical Officer	01	Class-I	Rs.100000-260000/- Pre-revised Scale of pay of Rs. 43200-66000/- (pre-pre-revised scale of pay of Rs 18500-23900/-) (The pay scale shall be upgraded to the Scale of pay of Rs. 120000-280000/- after completion of 3 years regular service with the approval of the Central Government)	Selection	50	Essential :- (i) MBBS degree from a recognized university. (ii) A post graduate medical degree from a recognized university. (iii) Post qualification experience of 13 years in a Hospital, in the relevant field of specialization	(a) No (b)Yes (c) No	NA	By absorption through composite method, failing which by deputation and failing both by direct recruitment	For absorption through composite method. Officers holding posts in the scale of pay of Rs.80000 – 220000/- (pre-revised scale of pay of Rs. 32900-58000/-) (pre-pre-revised scale of pay of Rs. 16000-20800/-) with three years regular service in the grade in the Medical Department of a Major Port Authority shall be eligible. For Deputation, Officers holding the post of Chief Medical Officer and equivalent posts in the Medical Department in the scale of pay of Rs.100000 – 260000/- (pre-revised scale of pay of Rs. 43200-66000/-) (pre-pre-revised scale of pay of Rs. 18500-23900/-) with two years regular service in the grade or officers holding posts of Senior Deputy Chief Medical Officer and equivalent specialist posts in the scale of pay of Rs.80000 – 220000/- (pre-revised scale of pay of Rs. 32900-58000/-) (pre-pre-revised scale of pay of Rs. 16000-20800/-) and above in the Medical Department with five years regular service in the grade in the Central Government or State Governments or Union territory administration or Public Sector Undertakings or Autonomous Bodies (other than Major Port Authorities) shall be eligible. The selection is by merit for which the bench mark in overall grading in the Annual Confidential Reports will not be below “Very Good”.	

Recruitment Rules for Class-I posts of Civil Engineering Department, PPA

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Asst. Ex. Engineer (Civil)	14	Class-I	Rs.50000-160000/- (Pre-revised Scale of Pay of Rs.20600-46500/-) (Pre-pre revised scale of pay of Rs9100-15100/-)	Selection	30	Essential :- Degree or equivalent in Civil Engg from a recognized university/institution. Desirable: Two years experience in executive cadre in planning / construction / design/ maintenance preferably of Port and Marine structure in an industrial/commercial /Govt. undertaking	(a) No (b)No However a Diploma in Civil Engineering from a recognized university / institution is essential. (c) No	2	<u>Upto 21st Aug'2012</u> By direct recruitment - 33.1/3% By promotion - 66.2/3% <u>After 21st Aug'2012</u> By direct recruitment - 66.2/3% By promotion - 33.1/3%	Promotion from Asst. Engineer (Civil), and other non-cadre posts of Engg. Deptt. in the scale of pay of Rs.40000-140000/- with 3 years regular service in the grade OR From Class-III employees in the scale of pay of Rs.36500-88700/- in the respective discipline of Civil Engineering Department with 5 years regular service in the grade where there are no Class-II posts in the pay of Rs.40000-140000/- in their discipline.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
2	Asst. Ex. Engineer (Town planning)	01	Class-I	Rs.50000-160000/- (Pre-revised Scale of Pay of Rs.20600-46500/-) (Pre-pre revised scale of pay of Rs9100-15100/-	Selection	30	Essential :- a) Degree with a post graduate degree/ diploma in architecture/town and country planning or degree in civil engineering from a recognized university/ institution or corporate membership of institution of surveyor (India). Desirable: (i) A degree in Law from a recognized university. (ii) Two years executive experience in town planning/ estate management/ valuation in an industrial/ commercial/ Govt. undertaking	(a) No (b)No However a Diploma in respective discipline from a Recognized University/ Institution is essential. (c) No	2	<u>Upto 21st Aug'2012</u> By direct recruitment – 33.1/3% By promotion – 66.2/3% <u>After 21st Aug'2012</u> By direct recruitment – 66.2/3% By promotion – 33.1/3%	Promotion from Asst. Engineer (Civil)/ Architectural Assistant, and other non-cadre posts of Engg. Deptt in the scale of pay of Rs.40000-140000/- with 3 years regular service in the grade. OR From Class-III employees in the scale of pay of Rs.36500-88700/- in the respective discipline of Civil Engineering Department with 5 years regular service in the grade where there are no Class-II posts in the pay of Rs.40000-140000/- in the discipline.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
3	Executive Engineer (Civil)	09	Class-I	Rs.50000-160000/- (Pre-revised Scale of Pay of Rs.20600-46500/-) (Pre-pre revised scale of pay of Rs10750-16750/-)	Selection	35	Essential :- (i) Degree or equivalent in Civil Engg from a recognized university /institution. (ii) Five years experience in the executive cadre in the planning /construction /design/ maintenance preferably of port & marine structures in an industrial/commercial/ Govt. undertaking	(a) No (b) No However a Diploma in Civil Engineering from a recognized university/ institution is essential. (c) No	02	By promotion failing which absorption/ deputation failing both by direct recruitment	Promotion from Asst. Ex. Engineer (Civil) in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500 /-) (pre-pre revised scale of pay of Rs.9100-15100/-) with 5 years regular service in the grade failing which Asst. Executive Engineer(Civil) in the pay scale of Rs.50000-160000/- (pre-revised scale of pay of Rs. 20600-46500/-) (pre-pre revised scale of pay of Rs.9100-15100/-)with 2 years regular service in the grade and a combined regular service of 8 years in the scale of pay of Rs. 50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.9100-15100/-)and Rs.40000-140000/- in the respective discipline of Civil Engg. Dept. Absorption/ deputation will be of officers holding analogous posts or feeder post with experience as mentioned above in a Major Port Authority.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
4	Superintending Engineer (Civil)	02	Class-I	Rs. 60000-180000/- (Pre-revised Scale of pay of Rs.24900-50500/-) (Pre-pre revised scale of pay of Rs13000-18250/-)	Selection	40	Essential :- (i) Degree or equivalent in Civil Engg from a recognized university / institution. (ii) Nine years experience in the executive cadre in the planning /construction/ design / maintenance preferable of port & marine structures in an industrial/ commercial/ Govt. undertaking	(a) No (b)No However a Diploma in Civil Engineering from a recognized university /institution is essential. (c) No	02	By promotion failing which by absorption/ deputation failing both by direct recruitment	Promotion from Ex Engineer (Civil) in the scales of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.10750-16750/-) with 4 years regular service in the grade failing which Executive Engineer in the pay scale of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.10750-16750/-) with 2 years regular service in the grade and a combined regular service of 9 years in the scale of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.10750-16750/-) and Rs.50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.9100-15100/-) in the respective discipline of Civil Engg. Deptt. Absorption/ deputation will be of officers holding analogous posts or feeder post with experience as mentioned above in a Major Port Authority.	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.)	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
5	Deputy Chief Engineer (Civil)	01	Class-I	Rs.80000-220000/- (Pre-revised scale of pay of Rs. 32900-58000/-) (Pre-pre revised scale of pay of Rs16000-20800/-)	Selection	42	Essential :- (i) Degree or equivalent in Civil Engg from a recognized university/institution. (ii) Twelve years experience in the executive cadre in the planning /construction/ design/ maintenance preferably of port & marine structures in an industrial/ commercial/ Govt. undertaking	(a) No (b)Yes (c) No	NA	By absorption through composite method failing which by deputation from other Govt. organization failing both by direct recruitment	For absorption through composite method, Officers holding analogous posts or the post of Superintending Engineer and equivalent posts in the respective discipline of Civil Engineering Department in the scale of pay of Rs.60000-180000/- (pre revised scale of pay of Rs.24900-50500/-) (pre-pre revised scale of pay of Rs.13000-18250/-) with 3years regular service in the grade in a Major Port Authority or Supdt. Engineer and equivalent posts in the respective discipline of Civil Engineering Department with 2 years regular service in the grade and a combined regular service of 7 years in the scales of pay of Rs. 50000-160000/-(pre revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.10750-16750/-) and Rs.60000-180000/- (pre revised scale of pay of Rs.24900-50500/-) (pre-pre revised scale of pay of Rs.13000-18250/-) in the respective discipline of Civil Engineering Department in a Major Port Authority will be eligible. For deputation, Officers holding analogous posts or Officers holding post of Superintending Engineer and equivalent posts in the respective discipline of Civil Engineering Department in the scale of pay of Rs.60000-180000/- (pre revised scale of pay of Rs.24900-50500/-) (pre-pre revised scale of pay of Rs.13000-18250/-)with 3 years regular service in the grade in Govt/PSUs/ Autonomous bodies will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good".	As the post has been newly created for the first time, no composite method of recruitment may be adopted for filling in it as a one time measure. The recruitment to this post is made for the first by promotion subject to fulfillment of RR (Ref.5(a) of the Report of the anomaly committee on Cadre restructuring of port & dock Officers- March 2005]

Sl. No.	Name of the post	No. of posts	Classification	Scale of Pay (Rs.)	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion /absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption /deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
6	Chief Engineer	01	Class-I (HOD)	Rs.100000-260000/- Pre-revised Scale of pay of Rs. 43200-66000/- (pre-pre-revised scale of pay of Rs 18500-23900/-) (The pay scale shall be upgraded to the Scale of pay of Rs. 120000-280000/- after completion of 3 years regular service with the approval of the Central Government)	Selection	45	Essential :- (i) Degree or equivalent in Civil Engg from a recognized university/ institution. (ii) Fifteen years experience in the executive cadre in the planning / construction/ design/ maintenance preferably of port & marine structures in an industrial/ commercial/ Govt. undertaking	(a) No (b)Yes (c) No	NA	By absorption through composite method failing which by deputation failing both by direct recruitment.	For absorption through composite method, Officers holding posts in the scale of pay of Rs.80000 – 220000/- (pre-revised scale of pay of Rs. 32900-58000/-) (pre-pre-revised scale of pay of Rs. 16000-20800/-) with three years regular service in the grade in Civil Engineering Department in a Major Port Authority shall be eligible; For Deputation, Officers holding the posts of Chief Engineer and equivalent posts in the Civil Engineering Department in the scale of Rs.100000 – 260000/- (pre-revised scale of pay of Rs. 43200-66000/-) (pre-pre-revised scale of pay of Rs. 18500-23900/-) with two years regular service in the grade or officers holding post of Deputy Chief Engineer and equivalent posts in the Civil Engineering Department in the scale of pay of Rs. 80000 – 220000/- (pre-revised scale of pay of Rs. 32900-58000/-) (pre-pre-revised scale of pay of Rs. 16000-20800/-) and above with five years regular service in the grade in the Central Government or State Governments or Union territory administration or Public Sector Undertakings or Autonomous Bodies (other than Major Port Authorities) shall be eligible. The selection is by merit for which the bench mark in the overall grading in the Annual Confidential Reports will not be below "Very Good".	

Recruitment Rules for Class-I Posts under Vigilance Wing, PPA

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Deputy Chief Vigilance Officer	01	Class-I	Rs. 60000-180000/- (Pre-revised Scale of pay of Rs.24900-50500/-) (Pre-pre revised scale of pay of Rs13000-18250/-)	Selection	NA	NA	NA	02	By deputation.	Officers holding analogous posts or officers holding posts in the scale of pay of Rs. 50000-160000/- (pre-revised scale of pay of Rs.20600-46500/-) (pre-pre revised scale of pay of Rs.10750-16750/-) with 4 years regular service in the grade failing which officers of a combined regular Service of 9 years in the scales of pay of Rs.50000-160000/- (pre-revised scale of pay of Rs. 20600-46500/-) (pre-pre revised scale of pay of Rs.10750-16750/-) and Rs.50000-160000/- (pre-revised scale of pay of Rs. 20600-46500/-) (pre-pre revised scale of pay of Rs.9100-15100/-) in any Major Port Authorities/ Central Government/State Government/Public sector undertakings or Autonomous bodies. Preference will be given to the persons having experience in vigilance work	Deputation normally be for a period of 3 years and in any case not to exceed five years.

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
2	Chief Vigilance Officer	01	Class-I (HOD)	Rs.100000-260000/- Pre-revised Scale of pay of Rs. 43200-66000/- (pre-pre-revised scale of pay of Rs 18500-23900/-) (The pay scale shall be upgraded to the Scale of pay of Rs. 120000-280000/- after completion of 3 years regular service with the approval of the Central Government)	Selection	NA	NA	NA		By deputation of Officers of all India/ Central services	Officers who are eligible for appointment at the level of Dy..Secretary/Director in Govt. of India	Deputation normally be for a period of 3 years and in any case not to exceed five years.

Recruitment Rules for Class-I Posts under Marine Department, PPA

Sl. No.	Name of the post	No. of posts	Classification	Scale of Pay (Rs.)	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion /absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption /deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
01	Deputy Conservator	01	Class-I (HOD)	Rs.100000-260000/- Pre-revised Scale of pay of Rs. 43200-66000/- (pre-pre-revised scale of pay of Rs 18500-23900/-) (The pay scale shall be upgraded to the Scale of pay of Rs. 120000-280000/- after completion of 3 years regular service with the approval of the Central Government)	Selection	48	Essential (i) Must hold a certificate of competency as Master of Foreign Going Ship issued by the Ministry of Shipping Govt. of India or an equivalent qualification recognized by the Ministry of Shipping Govt. of India. ii) Must hold pilot license and have experience of 08 years either as Master of foreign going ship or in Piloting or cumulative	(a) No (b) Yes (c) No	NA	By absorption through composite method, failing which by deputation and failing both by direct recruitment.	For absorption through composite method, Officers holding posts of Harbour Master in the scale of pay of Rs. 100000 - 260000/- (pre-revised scale of pay of Rs. 43200-66000/-) (pre-pre-revised scale of pay of Rs. 18500-23900/-) with one year regular service or Officers holding post of Harbour Master in the scale of pay of Rs.90000 - 240000/- (pre-revised scale of pay of Rs. 36600-62000) (pre-pre-revised scale of pay of Rs. 17500-22300/-) with two years regular service in the grade in a Major Port Authority shall be eligible For Deputation, Officers holding post of Deputy Conservator and its equivalent Deck side post in the scale of pay of Rs.100000 - 260000/- (pre-revised scale of pay of Rs. 43200-66000/-) (pre-pre-revised scale of pay of Rs. 18500-23900/-) with two years regular service in the grade or officers holding post of Harbour Master and its equivalent Deck side posts in the scale of pay of Rs.90000 - 240000/- (pre-revised scale of pay of Rs. 36600-62000/-) (pre-pre-revised scale of pay of Rs. 17500-22300/-) and above with four years regular service in the Central Government or State Governments or Union territory administration or Public Sector Undertakings or Autonomous Bodies (other than Major Port Authorities) shall be eligible. The selection is by merit for which the bench mark in overall grading in the Annual Confidential Reports will not be below "Very Good".	

Sl. No.	Name of the post	No. of posts	Classification	Scale of Pay (Rs.)	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion /absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption /deputation)	In case of promotion/absorption/deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
2	Harbour Master	01	Class-I	Rs.90000-240000/- Pre-revised scale of pay of Rs. 36600-62000/-) Pre-revised scale of pay of Rs17500-22300/-)	Selection	45	Essential i) Must hold a certificate of competency as Master of Foreign Going Ship issued by the Ministry of Shipping Govt. of India or an equivalent qualification recognized by the Ministry of Shipping Govt. of India. ii) Most hold pilot license and have 06 years experience either as Master of Foreign going Ship or in Piloting or cumulative	(a) No (b)Yes (c) No	NA	By absorption through composite method failing which by deputation and failing both by direct recruitment.	For absorption by composite method, officers holding analogous posts or pilots in the scale of pay of Rs.80000-220000/- (pre-revised scale of pay Rs.29100-54500/-) (pre-pre-revised scale of pay of Rs. 14500-18700/-) elevated to Rs.32900-58000/- (pre-pre-revised scale of pay of Rs. 16000-20800/-) and above with 05 years regular service in the grade in a Major Port are eligible. For deputation officers holding analogous posts or holding Pilot posts and its equivalent deck side post with experience as mentioned above in Govt./PSUs/ Autonomous Bodies will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below "Very Good"	

Sl. No.	Name of the post	No. of posts	Classification	Scale of Pay (Rs.)	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed by direct recruitment	Whether (a) Age (b) Educational qualifications (c) Experience for direct recruits will apply in the case of promotion /absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption /deputation)	In case of promotion/absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
3	Pilot	06	Class-I	Rs.80000-220000/- Pre-revised scale of pay of Rs. 29100-54500/-) Pre-pre revised scale of pay of Rs14500-18700/-)	NA	40	Essential i) Must be holding a certificate of competency as Master of Foreign Going Ship issued by the Ministry of Shipping Govt. of India or an equivalent qualification recognized by the Ministry of Shipping Govt. of India. ii) One year post qualification experience as Master/Chief Officer of a foreign going ship	NA	2	By direct recruitment.	NA	As per recommendation of 5 (b) of 5(b) of Anomaly committee on cadre restructuring on the port and dock officers. 2005, there would be automatic elevation of officers working the pay scale of Rs.29100-54500/- to the pay scale of Rs.32900-58000/- (revised to scale of pay of Rs.80000-220000/-). Hence, pay scale of pay Pilot 6 Nos will be elevated to the scale of pay of Rs.80000-220000/-

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed for direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation , grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
4	Dy. Marine Engineer	2	Class-I	Rs.50000-160000/- (Pre-revised Scale of Pay of Rs.20600-46500/-) (Pre-pre revised Scale of Pay of Rs.10750-16750/-)	NA	35	i. MOT II Class Motor certificate issued under Merchant Shipping Act, 1958. ii) 2 Yrs experience as independent Watch Keeping Engineer on board a foreign going ship.	NA	2 yrs	By direct recruitment	NA	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed for direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
5	Senior Dy. Marine Engineer	1	Class-I	Rs. 60000-180000/- (Pre-revised Scale of pay of Rs.24900-50500/-) (Pre-pre revised scale of pay of Rs13000-18250/-)	Selection	Not exceeding 40	i) MOT II Class Motor certificate issued under Merchant Shipping Act, 1958. ii) 6 Yrs. of Experience as independent watch keeping Engineer on board a foreign going ship	(a) No (b)Yes (c) No	2 yrs	By promotion failing which by absorption/ deputation failing both by direct recruitment.	Promotion from the post of Dy. Marine Engineer in the scale of pay of Rs50000-160000/- (pre-revised scale of pay of Rs. 20600-46500/-) (pre-pre revised scale of pay of Rs.10750-16750/-) with 4 years regular service in the grade. Absorption/ deputation will be of officers holding analogous posts or officers with 04 years regular service in the post of Dy. Marine Engineer in the scale of pay of Rs50000-160000/- (pre-revised scale of pay of Rs. 20600-46500/-) (pre-pre revised scale of pay of Rs.10750-16750/-).	

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed for direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion /absorption/ deputation	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
6	Marine Engineer	01	Class-I	Rs.80000-220000/- (Pre-revised scale of pay of Rs. 29100-54500/-) (Pre-pre revised scale of pay of Rs14500-18700/-)	NA	40 years	i) MOT I Class Motor certificate issued under Merchant Shipping Act, 1958. ii) 1 year post qualification experience as Chief Engineer/ 2 nd Engineer on board a foreign going ship.	NA	2 years	By direct recruitment	NA	As per recommendation of 5 (b) of Anomaly committee on cadre restructuring on the Port and Dock Officers. 2005, there would be automatic elevation of officers working the pay scale of Rs. 29100-54500/- to the pay scale of Rs.32900-58000/- (revised to scale of pay of Rs.80000-220000/-). Hence, the present post of Tug Engineer will be elevated to the post of Senior Marine Engineer.

Sl. No.	Name of the post	No. of posts	Classification	Scale of pay(Rs.)	Whether selection or non selection	Upper age limit for direct recruitment (in years)	Educational and other Qualifications prescribed for direct recruitment	Whether (a) Age (b)Educational qualifications (c) Experience for direct recruits will apply in the case of promotion / absorption/	Period of probation (in years)	Method of Recruitment (whether by direct recruitment or by promotion/ absorption/ deputation)	In case of promotion/ absorption/ deputation, grades from which it should be made	Remarks
1	2	3	4	5	6	7	8	9	10	11	12	13
7	Senior Marine Engineer	01	Class-I	Rs.80000-220000/- (Pre-revised scale of pay of Rs. 32900-58000/-) (Pre-pre revised scale of pay of Rs16000-20800/-)	Selection	44	i) MOT I Class Motor certificate issued under Merchant Shipping Act, 1958. ii) 4 Yrs. experience as Chief Engineer OR 5 years combined experience as Chief Engineer and Second Engineer on board a foreign going ship.	(a) No (b)Yes (c) No	2 years	By promotion or by absorption through composite method failing which by deputation from other Govt. organization and failing both by direct recruitment.	Promotion from the post of Marine Engineer in the scale of pay of Rs.80000 – 220000/- (pre-revised scale of pay of Rs. 32900-58000/-) (pre-pre-revised scale of pay of Rs. 16000-20800/-) with 04 years regular service in the grade Absorption through composite method will be of officers holding analogous posts or officers with 04 years regular service in the post of Marine Engineer in the scale of pay of Rs.80000- 220000/- (pre-revised scale of pay of Rs.32900-58000/-) (pre-pre-revised scale of pay of Rs. 16000-20800/-) in Major Port Authority. For deputation of officers holding analogous posts or officers holding post of Marine Engineers and its equivalent post in Marine Engg. Side in the scale of pay of Rs.80000- 220000/- (pre-revised scale of pay of Rs. .32900-58000/-) (pre-pre-revised scale of pay of Rs. 16000-20800/-) with 04 years regular service in the grade in Govt./PSUs/ Autonomous bodies will be eligible. The selection is by merit for which the bench mark in overall grading in the ACRs will not be below “ Very Good”	